



**The Survey on Hours of Actually Worked &  
Average Earnings  
2016**

**Statistics Division  
Department of Labour  
Ministry of Labour, Trade Union Relations and  
Sabaragamu Development  
Sri Lanka**



**The Survey on Hours of Actually Worked &  
Average Earnings  
2016**

**Statistics Division**

Department of Labour

Ministry of Labour, Trade Union Relations and Sabaragamu Development, Sri Lanka

**ISBN 978-955-8817-36-0**



## Preface

This biannual survey on hours of actually worked and average earnings had been initiated in 1972 by the Department of Labour in pursuance of the ILO convention No. 63. However, the survey had discontinued in the middle of 1980's due to some reasons. The survey has been restarted in 2008 and the months "March" and "September" were concerned as reference period to the survey from year 2008 and onwards.

This report is the ninth of the new survey series on Hours of Actually Worked & Average Earnings of employees covered by 44 wages boards, which were established under the Wages Boards Ordinance in Sri Lanka.

The present demand of investors, researchers, planners, policy makers and members of the wages boards for wages statistics have requested the need for such a report. The main objective of this survey is to provide information, which can be used in collective bargaining, minimum wages determination and development policy formulation and monitoring.

This publication has been organized and prepared by the Statistics Division of the Department of Labour under the direction and guidance of Mr. D. B. Weerawarna, Deputy Director Statistics.

The Department of Labour acknowledges the cooperation received from the numerous enterprises, organizations, employers and other agencies in providing the required information.



A. Wimalaweera  
Commissioner General of Labour

Department of Labour,  
Labour Secretariat,  
Colombo 05.  
October 2017



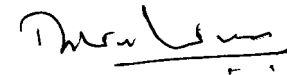
## Acknowledgement

Overall planning and execution of the survey was done by the Statistics Division of the Department of Labour.

I would like to take this opportunity to express my sincere thanks Mr. R.M.S. Priyadarashana, Statistical Officer, who was the responsible officer to the preparation of questionnaires with survey instructions, developed the computer data entry programme and creating the data tabulations. Mrs. U.G.C. Udugama, Statistical Officer, rendered her support to upgrade the data in some parts of this report.

Distribution of the survey questionnaires were done by the postal Branch of the Department of Labour under the direction of Mrs. Y.A.M.M. Yapa, Assistant Commissioner, Administration.

This statistical publication has been organized and processed by Mr. K.T. Sureskumar, Statistician. All staff members of the Statistics Division of the Department of Labour have actively participated for the successfulness of this valuable report.



D. B. Weerawarna  
Deputy Director (Statistics)

Statistics Division,  
Department of Labour,  
2<sup>nd</sup> Floor, D.M.C.D Center,  
No. 1065, Maradana Road,  
Colombo 08.  
October 2017





## CONTENTS

	Page		Page
<b>1. INTRODUCTION</b>	- 1		
1.1. SURVEY BACKGROUND	- 1		
1.2. ILO DEFINITIONS	- 4		
1.2.1. The Hours of Work	- 4		
1.2.2. Hours of Actually Worked	- 4		
1.2.3. Hours Paid For	- 5		
1.2.4. Hours Usually Worked	- 5		
1.2.5. Normal Hours of Work	- 5		
1.2.6. Hours actually Worked Per Employee	- 5		
1.2.7. Averaging Methods	- 6		
1.3 MINIMUM WAGES	- 6		
<b>2. SURVEY FINDINGS</b>	- 7		
<b>A. PLANTATION SECTOR</b>	- 7		
1. Tea Growing and Manufacturing Trade	- 7		
2. The Cocoa, Cardamom, Pepper Growing and Manufacturing Trade	- 8		
3. The Rubber Growing and Manufacturing Trade	- 9		
4. The Coconut Growing Trade	- 10		
<b>B. MANUFACTURING SECTOR</b>	- 11		
5. Engineering Trade	- 11		
6. Printing Trade	- 13		
7. Tea Export Trade	- 14		
8. Rubber Export Trade	- 15		
9. Liquor and Vinegar Trade	- 16		
10. Match Manufacturing Trade	- 17		
11. Coconut Manufacturing Trade	- 18		
<i>11.1 Time Work</i>	- 18		
<i>11.2 Piece Rate</i>	- 19		
12. Building Trade	- 21		
		14. Baking Trade	- 22
		15. Brick and Tile Manufacturing Trade	- 23
		16. Ice, Aerated Waters, Fruit Juice and Jam Manufacturing Trade	- 24
		17. Coir Mattress and Bristle Fibre Export Trade	- 25
		18. Garment Manufacturing Trade	- 26
		19. Hosiery Manufacturing Trade	- 27
		20. Paddy Hulling Trade	- 28
		21. Textile Manufacturing Trade	- 29
		22. Biscuit and Confectionery Manufacturing Trade (Including Chocolate - Manufacturing)	- 30
		23. Rubber (Including Tyre Manufacturing and Re-Building), Plastic and Petroleum Resin Products Manufacturing Trade	- 32
		24. Tanning Footwear and Leather Goods Manufacturing Trade	- 34
		25. Ceramic Products Manufacturing Trade	- 36
		26. Prawn Culture and Exports Trade	- 37
		27. Metal Quarry and Metal Crushing Trade	- 38
		28. Plumbago Trade	- 39
		29. Cinnamon Trade	- 40
		<i>29.1 Time Work</i>	- 40
		<i>29.2 Piece Rate</i>	- 40
		30. Tobacco Trade	
		<b>C. SERVICE SECTOR</b>	- 41
		32. Motor Transport Trade	- 41
		33. Cinema Trade	- 43
		<i>33.1 Within the Municipal Area</i>	- 43
		<i>33.2 Outside the Municipal area</i>	- 44
		34. Nursing Home Trade	- 45
		35. Hotel and Catering Trade	- 46

	Page		Page
36. Security Services Trade	- 47	44. Flower, Ornamental Plants, Vegetables and Fruits	
37. Journalist Trade	- 48	Cultivation and Export Trade	- 57
38. Retail and Wholesale Trade	- 49		
39. Dock, Harbour and Port Transport Trade	- 50	<b>3. LIMITATION OF SURVEY</b>	- 58
40. Janitorial Service Trade	- 51		
<b>D. DETERMINATION BY COMMISSIONER</b>	- 52	<b>APPENDIX</b>	- 59
13. Beedi Manufacturing Trade	- 52	A1. Sample Questionnaire	- 60
31. Cigar Manufacturing Trade	- 52	A2. Minimum Wages	- 61
41. The Batik Trade	- 53		
42. Glassware Manufacturing Trade	- 54		
43. Pre School Service Trade	- 55		

# 1. INTRODUCTION

## 1.1 SURVEY BACKGROUND

This is the eighth annual report in the reoriginated new series, which is published in The Survey on Hours of Actually Worked & Average Earnings - 2015.

This series of reports have been continuously published by the Statistics Division of Department of Labour since 1972, with the data collected from annual sample surveys. The sample of establishments was selected from the Annual Employment Survey respond list of the preceding year. The survey was conducted biannually at the beginning and it had been continued until 1975. The information on man-hours, earnings and related matters such as number of days worked, shift worked, occupational distribution of employees, systems of payments and pay period have been collected by this survey. However, the survey had been conducted once a year with reference month as June from 1975 and the questionnaire was modified to collect information on employment, man days and hours worked, leaves and salaries under 8 broad occupational categories. Although the survey was inactive later, it has been restarted in 2008 and continued until 2013 biannually.

The survey has been conducted twice a year, with the reference period of whole months March and September respectively from 2008 and the report was published annually. The Survey on Hours of Actually Worked & Average Earnings was reorganized in the year 2014 to represent each wages boards with additional information. The main purpose of the survey is to compare the average earnings and hours of work of employees covered by the Wages Board Ordinance with information of Earnings, Hours of Work, and all the Occupations covered by 44 Wages Boards. The information, which was collected by this survey, provides to the Year Book of Labour Statistics and the Annual Labour Statistics in Sri Lanka. Moreover, the information collected from the survey could be used to assess the minimum wages, which were determined by the wages boards of the Department of Labour.

The new set of questionnaires was introduced with some improvements under the reorganize project in 2014, including the basic salaries of workers and earnings of other staffs (staff grade / non staff grade), who were not belongs to the relevant wages boards.

This survey covers the 44 Wages Boards as follows according to the International Standard Industry Classification

<b>Code</b>	<b>Name of Wages Board</b>	<b>Type of Wages</b>	<b>Nature of Economic Activity</b>
01	Tea Growing and Manufacturing Trade	Daily	A
02	Cocoa, Cardamom & Pepper Growing & Manufacturing Trade	Daily	A, C
03	Rubber Growing and Manufacturing Trade	Daily	A
10	Match Manufacturing Trade	Daily	C
12	Building Trade	Daily	F
15	Brick And Tile Manufacturing Trade	Daily	C
20	Paddy Hulling Trade	Daily	C
28	Plumbago Trade	Daily	B
30	Tobacco Trade	Daily	A
40	Janitorial Service Trade	Daily	N
41	Batik Trade	Daily	C
42	Glassware Manufacturing Trade	Daily	C
05	Engineering Trade	Monthly	C
06	Printing Trade	Monthly	C
07	Tea Export Trade	Monthly	G
08	Rubber Export Trade	Monthly	G
14	Baking Trade	Monthly	C
16	Ice, Aerated Waters, Fruit Juices and Jam Manufacturing Trade	Monthly	D, C
18	Garment Manufacturing Trade	Monthly	C
19	Hosiery Manufacturing Trade	Monthly	C
21	Textile Manufacturing Trade	Monthly	C
22	Biscuit and Confectionery Manufacturing Trade (Including Chocolate)	Monthly	C
23	Rubber (Including Tyre Manufacturing and Re-Building), Plastic and Petroleum Resin Products Manufacturing Trade	Monthly	C

<b>Code</b>	<b>Name of Wages Board</b>	<b>Type of Wages</b>	<b>Nature of Economic Activity</b>
24	Tanning Footwear and Leather Goods Manufacturing Trade	Monthly	C
25	Ceramics Products Manufacturing Trade	Monthly	C
26	Prawn Culture and Exports Trade	Monthly	C
27	Metal Quarry and Metal Crushing Trade	Monthly	C
32	Motor Transport Trade	Monthly	H
33	Cinema Trade	Monthly	J
34	Nursing Home Trade	Monthly	Q
35	Hotel and Catering Trade	Monthly	I
36	Security Services Trade	Monthly	N
37	Journalist Trade	Monthly	J
38	Retail and Wholesale Trade	Monthly	G
39	Dock, Harbour and Port Transport Trade	Monthly	H
43	Pre School Service Trade	Monthly	P
04	Coconut Growing Trade	Time/ Piece Rates	A
09	Liquor and Vinegar Trade	Time/ Piece Rates	C
11	Coconut Manufacturing Trade	Time/ Piece Rates	C
13	Beedi Manufacturing Trade	Time/ Piece Rates	C
17	Coir Mattress and Bristle Fibre Export Trade	Time/ Piece Rates	G
29	Cinnamon Trade	Time/ Piece Rates	A
31	Cigar Manufacturing Trade	Time/ Piece Rates	C
44	Flower, Ornamental Plants, Vegetables and Fruits Cultivation and Export Trade	Daily/ Monthly	A, G

ISIC Rev 4 codes for the relevant Nature of Economic Activity Descriptions given below:

**A** - *Agriculture, Forestry and Fishing*

**B** - *Mining and Quarrying*

**C** - *Manufacturing*

**D** - *Electricity, Gas, Steam and Air Conditioning Supply*

**F** - *Construction*

**G** - *Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles*

**H** - *Transportation and Storage*

**I** - *Accommodation and Food Service Activities*

**J** - *Information and Communication*

**N** - *Administrative and Support Service Activities*

**P** - *Education*

**Q** - *Human Health and Social Work Activities*

The Postal Survey technique is adopted to collect the information from employers covered by the Wages Board Ordinance in the Private Establishments. In addition, the initial attempt of estimating the official labour cost was made in this year and the geographical information of the relevant Establishments was collected through this sample.

## **1.2 ILO DEFINITIONS**

### **1.2.1 The Hours of Work**

The hours of work relate to any period spent by persons in the performance of activities, which contribute to the production of goods and services within the general production boundary as defined by the United Nations System of National Accounts.

Hours of actually worked per employed is a mathematical concept, derived by dividing the number of all man hours worked in a year by the annual average of employed persons. This is obtained the average annual hours actually worked per employed. Hours actually worked can also be calculated for each employee.

The various types of statistics on hours of work presented as follows,

- Hours actually worked
- Hours paid for
- Hours usually worked
- Normal hours of work

### **1.2.2 Hours of Actually Worked**

The concept of hours actually worked relates to the time that persons in employment spend on work activities during a specified reference period, comprising:

- (a) Time spent directly on production (producing goods and services, including paid and unpaid overtime);
- (b) Time spent to facilitate production, necessary to work activities or to enhance the performance of persons (design, prepare, maintain the workplace, procedures, tools, including receipts, time sheets, reports), changing time (donning necessary work clothing), transporting activities (door to door, bringing agricultural produce to market) and work-related training;
- (c) Time spent in-between main activities (awaiting customers, stand-by for reasons such as lack of supply of work or power, machinery breakdown, accident), travel time to meetings or work assignments, active on call duty (as for health and technical service professional);
- (d) Resting time (short rest or refreshment breaks including tea, coffee or prayer breaks).

Hours of actually worked excludes time not worked, whether paid or unpaid, such as:

- (a) Annual leave, public holidays, sick leave, parental leave, etc;
- (b) Meal breaks;
- (c) Time spent on travel from home to work and vice versa, also known as commuter travel, that is not actually time spent working.

Hours of actually worked covers all types of workers, whether in self-employment jobs or in paid employment jobs; it may be paid or unpaid and carried out in any location, including the street, field, home, etc.

### **1.2.3 Hours Paid For**

The hours paid for concept covers workers in paid employment and comprises all hours, whether worked or not, the employer has paid that. When compared to the hours actually worked of employees, it covers all paid hours, even those not worked, such as paid annual vacation, public holidays, paid sick leaves, other paid leaves, and excludes all unpaid time worked (for example, unpaid overtime).

### **1.2.4 Hours Usually Worked**

The hours usually worked relates to the hours actually most commonly worked per week by persons in paid and self-employment during a long reference period such as a month, season, or other long period, i.e., the typical value of the weekly hours worked. As compared to the normal hours of work, all usual overtime is included in hours usually worked. All time worked not on a usual basis is therefore excluded.

### **1.2.5 Normal Hours of Work**

The concept of normal hours of work covers a subset of persons in paid employment (e.g. those covered by labour laws and regulations) and relates to the hours in a day, week or year that they are expected to be at the disposal of their employer according to legislation, collective agreements or arbitral awards. When compared to the hours actually worked of employees, normal hours of work exclude all overtime (paid and unpaid) but includes all time, which is paid at normal rates even if not worked.

### **1.2.6 Hours Actually Worked Per Employee**

Hours actually worked per employed are a mathematical concept, derived by dividing the number of all hours worked in a year by the annual average of employed persons. Thus is obtained the average



annual hours actually worked per employed. Hours actually worked can also be calculated separately for employees.

### **1.2.7 Averaging Methods**

For statistics derived from establishment surveys, average hours actually worked or average hours paid per person or per day or per week or per month are normally compiled by dividing the total number of hours actually worked or paid for during a week or a month by the average number of workers on the payrolls during the same period. Average hours actually worked or paid per day are generally compiled by dividing the total number of hours actually worked or paid for during a week, fortnight or month by the total number of days actually worked or paid for during the same period.

The following statistics were calculated from this survey.

#### **Average Number of Working Days Per Person**

This compiled by dividing the total number of man days worked during the month by the number of workers in the payroll during that month.

#### **Average Number of Hours Work Per Day**

This calculated by dividing the total number of man hours worked including overtime hours during the month by total number of man days worked during that month.

#### **Average Number of Hours Work Per Person Per Month**

This calculated by dividing the total number of man hours worked during the month including overtime hours by number of workers in the payroll during that month.

#### **Average Earnings Per Person Per Day (In Rs.)**

This calculated by dividing total wages earned including allowances, overtime payments etc. during the month by total number of man days worked during the month.

#### **Average Earnings Per Person Per Month (In Rs.)**

This calculated by dividing the total earnings of workers including allowances, overtime payment etc. during the month by the number of workers on the payroll during that month.

#### **Average Basic Earnings Per Month (In Rs.)**

This calculated by dividing total basic wages earned excluding allowances, overtime payments etc during the month by the number of workers on the payroll during that month.

### **1.3 MINIMUM WAGES**

The minimum wages of each Wages Boards are given in Appendix.

## 2. SURVEY FINDINGS

### A. PLANTATION SECTOR

#### 1. Tea Growing and Manufacturing Trade

Category	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Workers	Male	21.23	7.78	166.57	14,079.81	573.40	12,127.88	7,524.22	16,320.00	
	Female	20.62	8.00	166.50	13,061.34	562.29	11,492.48	7,474.29	16,320.00	
<i>The below categories of staff have not been included under Tea Growing and Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	25.96	8.71	227.58	31,911.53	908.93	23,424.02	14,823.50	33,180.00
		Female	25.43	8.38	213.48	27,391.53	822.55	20,818.02	12,283.00	28,006.00
	Non Staff Grade	Male	25.00	9.00	225.00	14,481.83	506.70	12,667.50	9,350.00	15,985.00
		Female	26.00	9.00	234.00	18,500.00	557.69	14,500.00	14,500.00	14,500.00

The average working days for males was 21.23 per month and it was 20.62 days for females in Tea Growing and Manufacturing Trade. Similarly, the average number of working hours of males per day was 7.78 and women have averagely worked 8.00 hours per day.

There was no significant difference of daily earning among males and females. However, the average of the total monthly earnings and the basic salary of male workers were slightly higher than that of female workers in Tea Growing and Manufacturing Trade.

The staff grade and Non-staff grade workers, who were not belonged to this wages board, have worked about 9 hours per day and they have worked more than 25 days per month. Similarly, their monthly basic salaries were found more than Rs. 12,600.00 and the average of the monthly total earnings were higher than Rs. 14,400.00.

## 2. Cocoa, Cardamom, Pepper Growing and Manufacturing Trade

Category	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Workers	Male	23.58	7.60	179.05	17,622.15	544.43	12,807.69	11,815.38	13,800.00	
	Female	20.40	7.96	162.29	13,354.03	504.85	10,096.18	9,355.29	10,837.08	
<i>The below categories of staff have not been included under Coca, Cardamom &amp; Pepper Growing and Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	23.77	7.92	188.09	40,934.21	705.40	16,987.39	9,494.78	24,480.00
		Female	25.42	7.78	197.68	27,211.95	604.55	15,368.42	15,368.42	15,368.42
	Non Staff Grade	Male	21.00	8.00	168.00	16,375.00	577.38	12,125.00	12,125.00	12,125.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

The male workers in Cocoa, Cardamom, Pepper Growing and Manufacturing Trade worked 7.60 hours per day and 23.58 days per month and the female workers have worked 7.96 hours per day and 20.40 days per month.

The basic salary of males (Rs. 544.43) was slightly higher than that of females (Rs. 504.85) per day. Moreover, the monthly average of the total earnings of male workers was higher than the earnings of female workers and the average basic salaries per day and month of male workers were higher than that of female workers.

The staff grade workers averagely worked about 8 hours per day and 23 days for male workers and 25 days for female workers per month.

### 3. Rubber Growing and Manufacturing Trade

Category	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Workers	Male	21.92	8.48	184.06	15,245.82	543.17	11,941.02	8,400.00	20,760.00	
	Female	19.38	8.13	159.10	13,572.83	485.56	9,364.75	6,000.00	11,672.50	
<i>The below categories of staff have not been included under Rubber Growing and Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	26.90	8.47	227.70	31,224.71	953.81	25,535.48	22,500.00	28,319.41
		Female	27.00	8.15	219.11	24,429.94	845.86	22,660.89	21,481.67	24,199.00
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

The male workers of the Rubber Growing Trade have 21.92 working days per month and females have worked 19.38 days per month averagely. The average number of working hours for males per day and month were higher than that of female workers respectively.

The average monthly basic salary of males (Rs. 11,941.02) was higher than that of females (Rs. 9,364.75). Similarly, the total earnings of male workers was considerably higher than the female workers in the Rubber Growing Trade.

Staff Grade employees in these institutions have worked more than 8 hours per day and about 27 days per month. The average total earnings and basic salary of male employees were higher than female employees of Staff grade.

#### 4. Coconut Growing Trade

Process / Extent		Sex	Average (Per Person)								
			Included Overtime			Excluded Overtime					
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
				Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
(1) In the Raising and Maintenance of Coconut Plantation plucking nuts - Per 1,000 trees		Male	19.28	8.33	153.51	10,052.50	510.00	9,462.94	1,200.00	15,000.00	
		Female	20.00	8.67	166.67	10,333.33	516.67	10,166.67	5,500.00	12,500.00	
(2) In the Manufacturing of Copra-Husking nuts, Splitting nuts, Copra curing and sorting - Per 1,000 nuts		Male	nr	nr	nr	nr	nr	nr	nr	nr	
		Female	nr	nr	nr	nr	nr	nr	nr	nr	
(a) The Raising and Maintenance of a Coconut Plantation (b) The Manufacture of Copra. The minimum rate of wages for time work in relation to above processes		Male	19.58	8.04	158.30	13,615.57	692.22	12,911.80	2,000.00	25,750.00	
		Female	18.13	8.27	150.38	11,208.07	600.01	10,907.00	5,600.00	19,427.40	
(i) Any coconut Plantation or Division thereof not less than 10 Acres but less than 25 Acres in extent		Watchers	Male	25.00	14.67	393.33	15,500.00	515.89	12,473.33	11,000.00	14,000.00
			Female	nr	nr	nr	nr	nr	nr	nr	nr
		Conductor	Male	nr	nr	nr	nr	nr	nr	nr	nr
			Female	nr	nr	nr	nr	nr	nr	nr	nr
(ii) Any coconut Plantation or Division thereof not less than 25 Acres but less than 50 Acres in extent		Watchers	Male	27.50	10.00	275.00	12,355.00	440.17	11,855.00	10,210.00	13,500.00
			Female	nr	nr	nr	nr	nr	nr	nr	nr
		Conductor	Male	nr	nr	nr	nr	nr	nr	nr	nr
			Female	nr	nr	nr	nr	nr	nr	nr	nr
(iii) Any Coconut Plantation or Division thereof not less than 50 Acres in extent		Watchers	Male	30.00	18.00	540.00	20,670.07	670.53	20,116.00	17,732.00	22,500.00
			Female	nr	nr	nr	nr	nr	nr	nr	nr
		Conductor	Male	nr	nr	nr	nr	nr	nr	nr	nr
			Female	nr	nr	nr	nr	nr	nr	nr	nr
<i>The below categories of staff have not been included under Coconut Growing Trade Wages Board</i>											
Other Staff		Staff Grade	Male	27.00	8.00	216.00	24,042.67	765.17	20,339.48	16,400.00	23,326.56
			Female	27.50	8.00	220.00	21,182.13	722.91	19,439.50	16,400.00	22,479.00
		Non Staff Grade	Male	24.72	8.18	201.17	17,182.10	585.88	14,365.48	11,875.00	19,087.00
			Female	24.19	8.56	205.00	13,988.44	487.29	11,685.94	11,343.75	12,000.00

nr - Not Responded

## B. MANUFACTURING SECTOR

### 5. Engineering Trade

Class of Workers/ Category		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
Skilled Workers	Civil Engineering	Male	25.54	9.00	229.31	28,040.50	1,015.53	22,440.50	21,300.00	23,581.77
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Mechanical Engineering	Male	24.78	9.21	228.61	29,431.89	801.12	19,928.67	16,451.67	25,833.33
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Electrical Engineering	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
Semi-Skilled Workers	Civil Engineering	Male	25.17	8.84	222.33	28,839.88	881.61	22,170.09	20,000.00	24,000.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Mechanical Engineering	Male	23.01	8.14	187.61	37,946.72	1,262.75	29,552.12	17,567.10	51,606.96
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Electrical Engineering	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
Unskilled Labourers		Male	24.25	9.06	221.71	28,701.50	799.24	19,234.83	15,000.00	25,833.33
		Female	nr	nr	nr	nr	nr	nr	nr	nr
Watchers		Male	26.00	7.54	196.00	26,595.00	854.42	22,215.00	22,215.00	22,215.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
Trade Learners & Apprentices		Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
<i>The below categories of staff have not been included under Engineering Trade Wages Board</i>										
Other Staff	Staff Grade	Male	23.72	8.65	203.20	46,973.60	1,404.62	32,491.40	17,580.00	47,393.70
		Female	24.27	8.52	205.60	41,425.57	1,291.89	30,543.20	14,900.00	47,394.67
	Non Staff Grade	Male	23.50	9.44	223.00	28,442.81	1,108.17	24,752.31	15,400.00	34,104.62
		Female	23.17	8.39	193.50	36,764.67	1,225.86	27,741.67	14,400.00	34,702.00

nr - Not Responded

**Skilled Workers :**

Skilled workers of civil engineering field have worked 24 to 26 days per month and their working duration per day was around 9 hours. The average basic salary of male civil engineering was Rs. 22,440.50 and average total salary was Rs. 28,040.50. Similarly, the average basic and total salaries were Rs. 19,928.67 and Rs. 29,431.89 respectively for male mechanical engineering workers. And also the average basic salary of civil engineering workers was higher than the mechanical engineering workers in this category.

**Semi-Skilled Workers :**

A significant difference of working pattern can be seen among semi-skilled workers with skilled workers. However, the monthly average basic earnings of semi-skilled workers (Rs. 22,170.09) were not higher than the earnings of skilled workers (Rs. 33,365.38) in Civil Engineering field. The average total salary of male mechanical engineering workers (Rs. 37,946.72) was also higher than the male civil engineering workers (Rs. 28,839.88), and the similar pattern was found for their basic salaries too.

**Unskilled Labourers :**

The male workers were only found in this Category and their average total and basic salaries were Rs. 28,701.50 and Rs. 19,234.83 respectively.

**Watchers :**

The male watchers got high average daily payment (Rs. 854.42) and total monthly payment (Rs. 26,595.00). Their average basic salary was Rs. 22,215.00. The watchers have worked averagely 7.54 hours per day and 26 days in a month.

Any response of female workers was not found in all categories of this wages board.

## 6. Printing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days Per Month	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Class "A" Worker	Male	22.21	9.89	215.79	31,994.87	866.69	18,975.41	15,750.00	21,875.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "B" Worker	Male	23.18	8.60	200.33	47,434.74	619.82	14,429.71	9,520.00	19,833.33	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "C" Worker	Male	25.33	8.03	203.83	17,937.67	527.52	13,288.33	12,365.00	15,000.00	
	Female	24.25	8.91	216.58	18,649.98	521.43	12,619.00	12,365.00	12,852.00	
Class "D" Worker	Male	23.93	8.56	207.07	28,277.27	583.31	13,960.67	13,960.67	13,960.67	
	Female	26.00	8.35	217.00	13,250.00	442.31	11,500.00	11,500.00	11,500.00	
Class "E" Worker	Male	24.00	7.64	183.00	17,293.43	598.94	14,321.43	13,642.86	15,000.00	
	Female	25.00	7.36	184.00	15,666.67	486.67	12,166.67	12,166.67	12,166.67	
Class "F" Worker	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Printing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	22.30	8.83	194.76	35,109.57	1,214.27	28,005.29	12,000.00	66,750.00
		Female	24.66	8.26	203.05	24,875.89	822.36	20,254.47	14,000.00	29,166.67
	Non Staff Grade	Male	22.90	9.91	225.28	27,075.40	709.15	16,156.85	11,000.00	18,500.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

The average working hours for a day of male workers (9.89) in Class "A". The male employees have worked 22 days in a month and they received daily payment of Rs. 866.69 in this Class. The average monthly total earnings of male workers was (Rs. 31,994.87) in Class "A".

Class "B" male workers received the average daily earnings was Rs. 619.82 and they have also received the average total and Basic salary were Rs. 47,434.74, Rs. 14,429.71 respectively.



## 7. Tea Export Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Grade I	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Grade II	Male	22.71	9.21	210.68	28,348.92	973.02	22,087.09	10,750.00	48,500.00	
	Female	21.82	9.27	203.12	17,237.00	658.63	14,254.48	12,717.89	16,236.26	
Intermediate Grade	Male	26.25	9.21	240.88	33,156.30	911.09	26,880.00	13,500.00	40,260.00	
	Female	14.31	8.71	123.88	11,064.31	647.36	9,130.19	7,779.50	10,480.88	
Watchers	Male	28.22	11.00	312.67	23,760.56	566.20	15,891.33	12,500.00	19,823.33	
	Female	30.00	12.00	360.00	27,500.00	416.67	12,500.00	12,500.00	12,500.00	
<i>The below categories of staff have not been included under Tea Export Trade Wages Board</i>										
Other Staff	Staff Grade	Male	22.32	8.66	193.38	68,535.53	2,758.86	60,194.43	25,755.81	127,500.00
		Female	22.22	8.45	188.23	49,166.07	2,126.79	46,464.45	18,500.00	110,166.67
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

The average working hours (about 9.2 hours) per day and the average working days per month (about 22 days) were approximately same for both sexes and the average daily payment of male workers (Rs. 973.02) was significantly higher than that of female workers (Rs. 658.63) in Grade II. The average total salary of male workers (Rs. 28,348.92) was greatly higher than the female workers (Rs. 17,237.00) and similar trend was found for the average basic salary in this grade.

The both sex workers had approximately same average working hours in Intermediate Grade, The male workers (26.25 days) were worked more than the female workers (14.31days) and male workers got very higher average daily, basic and total salaries than the female workers in this grade.

The female watchers worked higher than the male watchers and got more payments than the male watchers in this wages board.

## 8. Rubber Export Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Grade II	Male	22.00	9.01	198.14	17,246.43	494.87	10,887.14	10,887.14	10,887.14	
	Female	21.91	9.17	200.82	15,965.29	426.98	9,355.66	9,355.66	9,355.66	
Intermediate Grade	Male	22.12	8.66	192.56	41,219.19	799.51	17,510.35	13,237.23	25,013.81	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Grade I	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Watcher	Male	24.33	14.59	355.00	28,573.50	401.85	9,778.33	9,778.33	9,778.33	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Rubber Export Trade Wages Board</i>										
Other Staff	Staff Grade	Male	21.22	8.69	184.76	68,239.65	1,834.56	38,765.08	23,333.33	47,328.57
		Female	21.52	8.38	180.81	51,511.75	1,714.74	36,526.90	22,547.37	46,400.00
	Non Staff Grade	Male	21.00	8.38	176.00	38,244.25	1,267.14	26,610.00	18,500.00	34,720.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

nr - Not Responded

The average working hours per day and working days per month were approximately same for male and female workers of Grade II. The average earnings per day of male workers (Rs. 494.87) were higher than the female workers (Rs. 426.98) in this grade. The average basic salary of male workers was (Rs. 10,887.14) more than the female workers (Rs. 9,355.66) and the average total earnings of male workers (Rs. 17,246.43) was higher than the female workers (Rs. 15,965.29) in this grade.

Male workers were only found in the Intermediate Grade and they worked 8.66 hours per day and 22.12 days per month. They have received the amount of Rs. 799.51 as average daily wage. The average total salary of male Intermediate Grade workers was Rs. 41,219.19 and the basic salary was Rs. 17,510.35.

The watchers were only male workers and they have 14.59 working hours per day and their average working days per month was 24.33 days. Their average daily payment was Rs. 401.85 and the average total salary of watchers was Rs. 28,573.50.

## 9. Liquor and Vinegar Trade

Process	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
(a) Selling Arrack at Tavern	Male	24.93	9.05	223.59	40,447.03	1,306.02	31,678.83	22,845.00	40,512.67	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
(b) Bottling, Corking and Labeling Arrack Bottles	Male	22.96	8.86	203.40	21,048.51	870.00	19,972.98	19,972.98	19,972.98	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
(c) Collecting Toddy from Coconut, Kitul or Palmyrah Palms (Including The Operations of Transporting) in the Vinigar Section of the Trade	Male	25.67	8.91	228.81	21,931.99	689.84	17,647.04	10,821.43	21,664.66	
	Female	25.67	8.31	213.00	21,676.61	706.62	18,063.00	11,365.00	23,189.00	
Collecting Station Manager	Male	25.00	7.36	184.00	31,355.00	726.00	18,165.00	18,165.00	18,165.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Tope Watcher	Male	30.00	11.0	330.00	19,660.00	338.83	10,165.00	10,165.00	10,165.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Liquor and Vinegar Trade Wages Board</i>										
Other Staff	Staff Grade	Male	24.12	8.33	200.2	58,919.49	2,293.60	52,700.69	23,321.25	82,080.12
		Female	23.95	8.01	191.8	30,280.01	1,254.51	28,346.22	11,100.00	45,592.44
	Non Staff Grade	Male	24.43	9.40	227.3	30,102.76	942.96	22,873.81	21,890.00	23,857.61
		Female	25.00	8.00	200.0	15,850.00	550.00	13,750.00	13,750.00	13,750.00

nr - Not Responded

The male workers in Selling Arrack at Tavern process averagely worked 9 hours per day and 24.93 days per month. The monthly average basic and total salaries were Rs. 31,678.83 and Rs. 40,447.03 respectively.

Although the average working days in a month of male and female employees were approximately same for Process “C”, the female workers (Rs.706.62) received higher daily payment than the male (Rs. 689.84) workers. The average monthly total salaries of male workers (Rs. 21,931.99) were also slightly higher than that of female workers (Rs. 21,676.61) in this grade.

## 10. Match Manufacturing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Grade I	Male	25.50	12.00	306.00	20,316.00	798.82	17,967.42	20,147.50	20,434.50	
	Female	24.50	8.00	196.00	15,999.06	639.37	15,731.21	12,148.13	19,314.29	
Grade II	Male	23.30	9.87	231.54	19,733.73	752.10	17,832.76	10,651.05	31,716.00	
	Female	23.95	8.58	205.63	15,989.13	600.14	14,481.19	10,446.96	19,608.53	
Grade III	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Grade IV	Male	23.82	9.57	228.88	20,154.55	745.93	17,967.42	11,986.57	25,396.50	
	Female	24.75	10.32	259.00	15,770.00	650.89	15,770.00	13,500.00	18,040.00	
<i>The below categories of staff have not been included under Match Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	23.83	8.88	211.71	25,362.67	1,065.82	25,362.67	19,900.50	30,824.83
		Female	23.50	8.95	210.31	18,135.13	776.20	18,135.13	13,560.00	22,710.25
	Non Staff Grade	Male	24.50	9.75	238.75	15,525.00	632.25	15,525.00	13,500.00	17,550.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

The average working days (around 25 days) per month of workers in Grade I employment category was approximately same for both sexes but they have not worked same duration per day. The male workers got very high total salary (Rs. 20,316.00) than females (Rs. 15,999.06) in this grade and same pattern was found for the monthly basic salary.

The male workers and female workers in Grade II worked about 9 hours in a day and both of them have worked around 24 days for a month. Their average basic salary was in the range from Rs. 14,400.00 to 17,900.00 and average total salary of them has varied between Rs. 15,900.00 and Rs. 19,800.00.

The Grade IV workers have worked around 10 hours per day and nearly 24 days per month averagely, and their average daily wages were Rs. 745.93 and Rs. 650.89 for males and females respectively.

## 11. Coconut Manufacturing Trade

### 11.1 Time Work

Class of Workers		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
In the Manufacture of Desiccated Coconut	Kangany	Male	19.31	8.98	173.44	25,567.50	1,198.94	23,063.81	22,824.50	23,303.13
		Female	25.00	9.53	238.33	31,645.67	609.20	15,230.00	14,960.00	15,500.00
In the Manufacture of Coconut Oil	Workers	Male	19.50	9.28	180.50	19,952.00	854.29	16,560.00	16,560.00	16,560.00
		Female	20.50	9.36	190.25	14,640.00	653.62	13,200.00	13,200.00	13,200.00
In the Manufacture of Fibre and Coir products	Workers (under 18 years of age)	Male	14.19	8.83	125.00	10,447.29	667.81	9,780.63	6,580.00	18,900.00
		Female	12.83	7.97	102.33	7,430.42	488.32	6,263.75	6,110.00	6,417.50
Coir and Fibre Manufacturing	Kangany	Male	17.77	8.63	156.42	13,245.81	756.08	12,901.77	9,711.54	16,092.00
		Female	18.50	7.84	146.71	11,062.50	570.00	10,576.96	4,845.00	15,235.71

The average working days of female Kanganies (25) were higher than males (19.31) in Desiccated Coconut Manufacturing field, and the number of working hours per day was approximately same for both males and females. Further, male workers have earned higher amount (Rs. 1,198.94) than twice of the average daily wages of the female workers (Rs. 609.20). Similarly, the total monthly earnings of male Kanganies (Rs. 25,567.50) were lower than female Kanganies (Rs. 31,645.67) in this class.

The male and female employees have same working pattern and the daily payment of male workers was higher than the female workers in the Manufacture of Coconut Oil. Furthermore, the male workers received higher total and basic salaries than the female workers in this class.

## 11.2 Piece Rate

Work		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days Per Month	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Day	Per Month		Per Day	Per Month	Minimum	Maximum
In the Manufacture of Desiccated Coconut	Husking Nuts 1,000 nuts	Male	20.00	9.28	186.36	25,017.82	720.51	13,718.60	8,994.16	18,661.65
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Removing Shell (Hatchetting) per 1,000 nuts	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Removing Parings per 1,000 nuts	Male	20.00	8.63	175.00	25,110.96	992.43	18,873.81	12,121.42	23,400.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Washing Coconut Meat and Disintegrating Rating per 1,000 lbs.	Male	20.00	8.58	173.95	23,324.81	965.87	18,191.96	9,675.89	23,400.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Drying (Dryer) per 1,000 lbs.	Male	18.00	8.00	144.00	14,900.00	806.94	14,525.00	14,525.00	14,525.00
		Female	21.00	8.99	190.25	12,492.08	568.36	11,219.88	7,914.75	14,525.00
	Drying (Desiccators) per 1,000 lbs.	Male	20.00	10.50	214.00	13,281.67	517.32	10,208.17	9,490.00	10,757.50
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Sifting and Grading per 1,000 lbs.	Male	18.50	9.50	175.75	10,813.50	546.52	10,113.00	9,750.00	10,476.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
Packing and Stenciling per Bag of 120-130 lbs.	Male	20.00	10.17	204.00	18,773.11	855.17	15,974.67	6,979.00	26,200.00	
	Female	18.00	8.56	154.00	12,960.00	650.28	11,705.00	10,450.00	12,960.00	

nr - Not Responded

### Husking Nuts 1,000 Nuts :

The male workers only found in this work class and average daily payment was Rs. 720.51.

### Removing Parings per 1,000 Nuts :

The male workers only found in this work class and average daily payment was Rs. 992.43.

### Drying (Dryer) per 1,000 pounds:

Male workers received as the daily wages Rs. 806.94 and it was Rs. 568.36 for females.

- ❖ The earnings of the workers will be depending on the working capacity of them when the payment is in piece rate basis.

Work		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
In the Manufacture of Fibre and Coir products other than as a Cottage Industry	Crushing husks (wet weight of Bristle Fibre) - per cwt*	Male	20.00	10.22	207.00	17,574.67	710.94	13,809.67	12,154.00	16,200.00
		Female	18.00	10.00	180.00	13,270.00	636.11	11,450.00	11,450.00	11,450.00
	Breaking and Cleaning Husks Wet Weight - Per cwt*	Male	9.00	8.89	80.00	5,890.00	510.00	4,590.00	4,590.00	4,590.00
		Female	9.75	9.00	87.75	6,222.50	510.00	4,972.50	4,972.50	4,972.50
	Cleaning Mattress Fibre Drying and Bailing	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Hanking Bristle Fibre and Tying - Per cwt*	Male	nr	nr	nr	nr	nr	nr	nr	nr
Female		nr	nr	nr	nr	nr	nr	nr	nr	
In the Manufacture of Mats and Matting	(a) Mats - Per feet	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	(b) Matting - Per yard	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	(c) Hanking Bristle Fibre and tying - Per cwt*	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
<i>The below categories of staff have not been included under Coconut Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Non Staff Grade	Male	25.00	8.00	200.00	20,000.00	800.00	20,000.00	20,000.00	20,000.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

nr - Not Responded  
cwt\* – Centum Weight

## 12. Building Trade

Class of Workers		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
Skilled Worker	Painters, Decorators, Tillers (Roofing)	Male	24.90	10.23	246.02	35,289.25	754.59	17,104.65	12,000.00	28,260.94
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Scaffolders, Mechanical Equipment Operators, Kanganies	Male	24.73	10.90	271.64	38,854.57	691.36	16,877.75	11,000.00	24,166.67
		Female	22.00	7.82	172.00	16,020.00	728.18	13,777.00	13,777.00	13,777.00
	Masons (Building), Carpenters (Building),	Male	24.84	12.31	306.63	39,053.61	724.89	17,702.49	11,575.00	36,000.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
Erectors (Construction Steel) Equipment Maintenance, Tinkers	Male	24.41	10.85	265.68	38,233.28	809.82	19,634.18	14,653.33	29,318.89	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Unskilled Worker		Male	25.41	10.36	265.35	30,726.12	625.61	15,836.73	11,180.00	20,078.95
		Female	26.30	9.73	255.60	25,255.90	607.97	16,000.00	15,000.00	17,000.00
<i>The below categories of staff have not been included under Building Trade Wages Board</i>										
Other Staff	Staff Grade	Male	24.62	8.74	215.37	58,155.73	1,365.06	33,554.14	18,294.60	50,000.00
		Female	24.63	7.94	195.71	45,847.67	1,187.49	28,990.52	14,361.86	68,312.50
	Non Staff Grade	Male	24.67	10.98	271.30	42,238.92	739.58	18,195.77	15,000.00	23,580.10
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

The male workers have only been found in all grades under skilled category except the Scaffolders, Mechanical Equipment Operators, Kanganies Class. All of them have worked more than 10 hours per day except female workers in the above Category. All Skilled Worker the workers have received more than Rs. 690.00 as average daily basic wages and Erectors (Construction Steel) Equipment Maintenance Men, Tinkers got the highest daily payment as Rs, 809.82 in this wages board. Further, the majority of skilled workers in this field has totally earned more than Rs. 35,000.00 per month. The employees of skilled category have worked more than 24 days per month except the female Scaffolders, Mechanical Equipment Operators and Kanganies.

The unskilled workers have averagely worked about 10 hours per day and worked more than 25 days per month. Their average total and average basic salaries were more than Rs. 25,000.00 and Rs. 15,800.00 respectively.



## 14. Baking Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days Per Month	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Class "A"	Male	23.95	8.53	204.18	24,481.42	877.87	20,341.31	10,000.00	50,000.00	
	Female	25.00	8.00	200.00	16,450.00	344.00	8,600.00	8,600.00	8,600.00	
Class "B"	Male	23.50	8.72	205.77	18,178.48	677.73	15,868.46	9,333.33	40,000.00	
	Female	22.67	8.73	199.67	15,711.83	488.74	10,440.00	8,700.00	13,720.00	
Class "C"	Male	24.63	8.62	212.52	15,445.45	604.76	14,931.70	9,165.00	35,000.00	
	Female	20.67	8.33	169.33	11,766.67	480.00	9,833.33	6,000.00	13,500.00	
<i>The below categories of staff have not been included under Baking Trade Wages Board Trade Wages Board</i>										
Other Staff	Staff Grade	Male	25.00	9.25	231.33	28,210.00	792.38	19,809.44	11,853.33	24,450.00
		Female	25.00	8.00	200.00	16,479.50	364.00	9,100.00	8,600.00	9,600.00
	Non Staff Grade	Male	25.00	9.68	242.00	10,618.53	352.66	8,816.39	7,533.33	9,582.50
		Female	25.00	9.11	227.75	16,707.75	352.00	8,800.00	8,700.00	8,900.00

The workers in each class worked around 8 hours per day and they have worked more than 22 days per month except female workers in Class "C" in Baking Trade.

The monthly earnings of male workers were higher than the female workers in all Classes.

The male employees got the average basic salaries between Rs. 14,900.00 and Rs. 20,400.00 in three classes. The female workers got the average basic salaries between Rs. 8,600.00.00 and Rs. 10,500.00 and their average total salaries found between Rs. 11,700.00 and Rs. 16,500.00 in all Classes.

## 15. Brick and Tile Manufacturing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Skilled Workers Grade I	Male	12.65	8.04	100.67	7,566.25	586.26	7,609.92	2,800.00	14,000.00	
	Female	12.91	7.43	97.49	6,801.03	517.67	7,158.72	4,550.00	11,500.00	
Skilled Workers Grade II	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Semi-Skilled Workers	Male	20.00	8.50	187.00	15,000.00	659.09	14,500.00	14,500.00	14,500.00	
	Female	20.00	8.00	210.00	15,000.00	555.56	13,333.33	13,333.33	13,333.33	
Un-Skilled Workers	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Brick And Tile Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr

nr - Not Responded

The skilled male workers of Grade I have averagely worked 8.04 hours per day and 12.65 days per month. It was 7.43 hours per day and 12.91 days per month for females in Grade I. The average basic daily payment of male workers (Rs. 586.26) was higher than female workers (Rs. 517.67) in this grade. Although both male and female workers have received close average basic salary, total salary about Rs. 7,000.00 per month in “Skilled Grade I”.

The working pattern of Semi-Skilled workers was same for both sexes. Similarly, the average monthly earnings of them were also approximately same.

## 16. Ice, Aerated Waters, Fruit Juices and Jam Manufacturing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days Per Month	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Grade I	Male	22.79	9.58	226.18	19,673.36	700.33	16,515.97	9,842.80	22,997.00	
	Female	26.05	11.98	312.00	22,899.01	532.65	13,875.31	13,875.31	13,875.31	
Grade II	Male	26.17	10.25	267.08	26,567.69	591.47	15,543.32	11,102.50	19,210.00	
	Female	27.10	12.29	333.30	29,256.40	526.49	14,156.40	11,990.00	16,322.80	
Grade III	Male	26.54	11.37	302.20	27,097.46	554.62	14,747.23	12,325.00	17,267.50	
	Female	25.25	12.63	321.38	22,560.50	413.76	10,486.25	8,872.50	12,100.00	
<i>The below categories of staff have not been included under Ice And Aerated Waters, Cordials Jam Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	25.50	10.00	256.00	74,990.70	971.11	24,925.74	16,150.00	33,701.48
		Female	24.67	9.67	239.67	28,561.96	888.27	22,117.15	14,650.00	33,701.46
	Non Staff Grade	Male	22.50	11.14	253.75	22,806.97	499.08	11,337.87	8,892.50	13,783.23
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

Almost all of the workers have worked more than 9.5 hours per day and more than 25 days per month in this trade. These workers have earned more than Rs. 400.00 as average daily wages.

The average total salary of female employees (Rs. 22,899.01) was higher than the male workers (Rs. 19,673.36) and the average basic salary of male employees (Rs. 16,515.97) was higher than the female employees (Rs. 13,875.31) in Grade I category.

The average daily earning of male workers (Rs. 554.62) was slightly than female workers (Rs. 413.76), and their average basic salaries were found between Rs. 10,400.00 and Rs. 14,800.00. However, The average total earnings of male workers (Rs. 27,097.46) was higher than the female workers (Rs. 22,560.50) in Grade III.

## 17. Coir Mattress and Bristle Fibre Export Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Grade II	Male	25.00	8.00	200.00	13,500.00	540.00	13,500.00	13,500.00	13,500.00	
	Female	16.34	10.13	165.52	10,544.48	575.98	9,097.96	4,695.92	13,500.00	
Intermediate Grade	Male	20.00	8.00	160.00	12,560.00	640.00	12,800.00	12,800.00	12,800.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Grade I	Male	25.88	8.50	219.94	19,800.00	651.21	16,850.00	16,850.00	16,850.00	
	Female	25.00	8.00	200.00	16,100.00	615.20	15,380.00	15,380.00	15,380.00	
Head Bailing Operator	Male	21.50	8.89	188.00	23,765.00	1,000.67	19,902.00	13,500.00	26,304.00	
	Female	21.00	8.00	168.00	24,954.00	973.93	20,452.50	15,655.00	25,250.00	
<i>The below categories of staff have not been included under Coir Mattress And Bristle Fibre Export Trade Wages Board</i>										
Other Staff	Staff Grade	Male	24.33	8.00	194.67	42,750.00	1,800.44	42,750.00	16,250.00	57,000.00
		Female	23.00	8.00	184.00	19,958.33	857.62	19,250.00	15,500.00	23,000.00
	Non Staff Grade	Male	26.00	8.17	212.50	14,325.00	492.59	12,700.00	10,400.00	15,000.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

The average working hours per day were found between 8 to 10.15 hours. It was also found that their average working days lies between 21 to 26 in each grade.

The higher average daily payment was found for male workers in all grades except Grade II. The average basic salaries of all male workers were higher than that of female workers in Coir Mattress and Bristle Fibre Export Trade, except Head Bailing Operator class. The similar view was found for the average total earnings of all employees in this trade.

The staff and non-staff grade employees have worked 8 hours per day and more than 23 days in a month.

## 18. Garment Manufacturing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Grade I(a)	Male	22.43	8.29	185.93	37,626.73	1,133.44	26,496.11	12,500.00	76,850.00	
	Female	21.36	8.64	183.80	30,911.92	1,318.05	29,916.96	13,357.14	67,625.00	
Grade I(b)	Male	23.40	8.38	195.34	36,258.54	1,048.36	24,298.24	15,000.00	38,260.94	
	Female	22.77	8.54	193.92	30,994.87	1,245.40	28,132.02	12,625.00	38,667.10	
Grade II	Male	24.45	8.60	209.54	30,440.28	913.01	22,475.43	13,625.00	28,500.00	
	Female	23.15	8.54	197.46	19,905.36	711.91	16,629.02	12,150.00	27,160.63	
Grade III	Male	24.18	9.08	218.75	20,066.61	700.60	16,955.30	14,200.00	18,500.00	
	Female	23.78	8.51	202.64	16,817.79	575.17	13,770.97	7,015.13	18,000.00	
Grade IV	Male	23.48	9.56	224.41	19,544.42	541.50	12,717.25	10,080.00	17,327.98	
	Female	23.93	9.72	233.50	22,789.70	655.46	15,836.15	11,990.00	28,737.95	
Grade V	Male	22.58	9.18	206.75	12,792.17	485.54	11,075.00	6,850.00	13,750.00	
	Female	20.27	8.68	176.93	11,793.80	500.52	10,118.33	7,000.00	12,625.00	
<i>The below categories of staff have not been included under Garment Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	23.94	8.26	197.14	47,944.56	1,555.08	37,171.51	20,000.00	74,344.53
		Female	23.08	8.58	197.57	48,218.31	1,819.90	42,098.24	28,800.00	59,014.12
	Non Staff Grade	Male	23.69	8.74	206.64	34,152.32	937.22	22,010.00	17,500.00	26,050.00
		Female	24.00	8.83	210.94	29,645.39	884.12	20,990.56	18,250.00	24,580.00

All employees of Garment Manufacturing Trade have averagely worked between 8 and 10 hours per day and 20 to 25 days per month.

The female workers received little higher average earnings (Rs. 1,245.40) than male workers (Rs. 1,048.36) per day in Grade I(b) and the monthly average total earnings was also slightly higher for male employees and basic wage was vice versa.

Working duration of the month of male workers was slightly higher than female workers were and the male workers have taken higher average total earnings per month than female workers have in all Grades of Garment Manufacturing Trade, except Grade IV.

## 19. Hosiery Manufacturing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Grade I(a)	Male	25.83	9.94	257.17	28,079.18	1,078.36	27,738.92	18,443.00	44,270.00	
	Female	25.08	9.57	240.33	19,874.68	748.93	18,758.67	16,917.33	20,274.33	
Grade II	Male	26.50	9.50	251.91	20,466.38	653.75	17,312.41	17,000.00	17,624.82	
	Female	27.00	10.00	270.00	23,307.95	629.63	17,000.00	17,000.00	17,000.00	
Grade III	Male	24.77	10.39	255.64	18,357.18	735.59	17,976.43	14,700.00	20,126.33	
	Female	25.39	9.36	238.32	17,791.45	607.45	15,382.06	12,863.44	17,443.00	
Grade IV	Male	26.50	9.62	253.33	16,090.93	592.20	15,545.33	12,000.00	17,943.00	
	Female	26.50	9.65	254.17	16,024.10	592.23	15,546.00	12,000.00	17,943.00	
<i>The below categories of staff have not been included under Hosiery Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	26.50	8.25	218.25	34,081.65	1,202.06	31,716.50	25,000.00	38,433.00
		Female	25.29	9.40	236.11	36,011.94	1,263.59	31,797.99	25,000.00	38,318.71
	Non Staff Grade	Male	26.50	7.75	205.24	22,241.11	790.57	20,971.50	19,443.00	22,500.00
		Female	26.50	7.75	205.25	21,389.32	771.34	20,471.50	18,443.00	22,500.00

Both male and female workers have worked same working period per day in Grade I(a) occupation category of Hosiery Manufacturing Trade. However, the male workers have received higher average daily payment (Rs. 1,078.36) than female workers (Rs. 748.93). Hence, male workers got the higher total salary (Rs. 28,079.18) than the female workers (Rs. 19,874.68).

The average daily and basic payments of male workers were slightly higher than the female workers in Grades II and III. However, the female workers got the higher average total salary than the male workers in Grade II.

In Grade IV, both male and female workers performed same working duration and received the same basic and total salaries.

## 20. Paddy Hulling Trade

Category	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Workers	Male	17.16	8.32	142.75	18,116.71	813.74	13,966.25	9,750.00	18,690.00	
	Female	17.30	8.50	147.37	15,721.54	823.41	14,272.50	13,060.00	17,000.00	
<i>The below categories of staff have not been included under Paddy Hulling Trade Wages Board</i>										
Other Staff	Staff Grade	Male	21.95	8.93	199.51	30,514.68	1,004.76	21,371.58	18,114.75	24,000.00
		Female	24.00	8.50	204.00	32,333.33	758.33	18,200.00	18,200.00	18,200.00
	Non Staff Grade	Male	24.68	9.32	229.95	31,442.36	624.62	15,416.67	15,416.67	15,416.67
		Female	24.69	9.00	222.23	34,277.00	708.72	17,500.00	17,500.00	17,500.00

The working period of male workers was 8.32 hours per day and it was 8.50 hours for females. Similarly, the average working days of male workers was found 17.16 days per month and female workers have worked 17.30 days in Paddy Hulling Trade.

The average basic salary of female employees (Rs. 14,272.50) was higher than male workers (Rs. 13,966.25) and total wages of male workers (Rs. 18,116.71) was higher than the female workers (Rs. 15,721.54) in this trade.

## 21. Textile Manufacturing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Grade I Skilled	Male	22.03	8.83	192.57	28,662.26	699.62	14,941.79	11,445.00	17,623.33	
	Female	19.75	8.22	163.43	18,344.76	612.75	12,334.05	9,182.25	18,559.62	
Grade II Skilled	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	20.73	9.63	199.73	20,085.60	708.12	14,681.67	14,681.67	14,681.67	
Semi-Skilled	Male	22.70	9.94	222.60	42,142.50	1,149.23	26,998.20	15,366.40	38,630.00	
	Female	22.12	8.37	185.99	18,828.84	652.49	14,746.45	10,058.86	23,782.50	
Unskilled	Male	25.78	8.15	210.78	30,110.83	571.84	14,666.89	10,960.00	18,041.67	
	Female	25.00	7.52	188.00	15,250.00	470.00	11,750.00	11,750.00	11,750.00	
<i>The below categories of staff have not been included under Textile Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	18.67	8.50	158.67	34,348.67	1,154.39	21,548.67	21,548.67	21,548.67
		Female	19.50	9.00	175.50	34,638.50	1,776.33	34,638.50	34,638.50	34,638.50
	Non Staff Grade	Male	26.25	9.14	241.00	35,931.88	908.29	23,171.28	11,138.13	29,902.00
		Female	26.00	8.89	237.33	21,134.75	586.93	17,842.67	10,640.00	25,045.33

*nr - Not Responded*

The average period of working hours per day of male workers (8.83) was higher than that of female workers (8.22) per day and the average basic daily payment of male workers (Rs. 699.62) was found marginally higher value than the female workers (Rs. 612.75) in Grade I Skilled category. However, the male employees had the higher average working days than the female employees and the similar pattern was found for average monthly salaries in this grade.

Both male and female workers in “Semi-Skilled” group have close average working days (about 22) in a month and male workers have higher working hours per day (9.94) than the female workers (8.37). The average daily earnings of males (Rs. 1,149.23) were higher than that of females (Rs. 652.49) in this grade.

The “Unskilled” male and female workers have the same working durations and the male workers (Rs. 571.84) had the higher average daily payment than female workers (Rs. 470.00).



**22. Biscuit and Confectionery Manufacturing Trade (Including Chocolate)**  
**(Mechanized)**

Class of Workers		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Day	Per Month		Per Day	Per Month	Minimum	Maximum
Class 'A' (Skilled)	(a) Biscuit Manufacturing	Male	24.13	9.37	226.60	30,713.30	747.39	18,076.45	11,473.68	27,621.13
		Female	23.25	10.21	237.41	22,970.18	701.63	16,114.78	15,282.15	16,947.40
	(b) Confectionery Manufacturing	Male	24.10	9.33	224.73	30,595.50	864.48	20,819.05	17,306.70	24,331.40
		Female	23.91	9.03	216.62	24,548.20	681.66	16,232.93	15,777.00	17,063.73
Class 'B' (Semi-skilled)	(a) Biscuit Manufacturing	Male	24.00	8.61	206.67	17,083.00	501.25	12,030.00	12,030.00	12,030.00
		Female	22.97	9.09	208.67	19,055.07	529.91	12,164.30	12,108.60	12,220.00
	(b) Confectionery Manufacturing	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	24.22	9.01	218.33	18,073.33	543.87	13,173.72	13,173.72	13,173.72
Class 'C' (Un - Skilled)	(a) Biscuit Manufacturing	Male	21.00	9.23	193.00	15,272.93	504.21	10,586.38	9,087.75	12,085.00
		Female	22.57	9.37	211.33	18,029.21	486.04	10,939.00	10,875.50	11,002.50
	(b) Confectionery Manufacturing	Male	22.30	9.40	209.60	13,729.90	504.64	11,253.50	11,253.50	11,253.50
		Female	23.33	9.30	217.00	16,083.74	509.00	11,876.62	11,876.62	11,876.62
<i>The below categories of staff have not been included under Biscuit and Confectionery Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	23.35	9.02	210.86	42,605.65	1,621.53	35,821.33	22,806.76	61,681.87
		Female	23.41	8.56	200.94	28,345.96	1,038.92	23,008.34	13,000.00	42,010.38
	Non Staff Grade	Male	18.00	9.20	160.83	14,369.50	682.20	11,972.92	8,800.00	15,145.83
		Female	19.00	8.00	152.00	11,600.00	610.53	11,600.00	11,600.00	11,600.00

*nr - Not Responded*

**Biscuit Manufacturing Trade :**

The male and female workers have the close work duration (average working hours in a day and working days in a month) in each grade of the Biscuit Manufacturing Trade. The daily earnings and monthly basic salaries of male workers were slightly higher than the earnings of female workers of Class A in this Trade.

Nevertheless, the average monthly total salaries of female workers were higher than that of male workers in the Classes B and C in Biscuit Manufacturing.

Unskilled (Class C) workers have earned comparatively lower daily wages than skilled and semi-skilled grades. The same trend was found in average basic salary.

**Confectionery Manufacturing Trade :**

The male workers worked slightly higher number of hours per month than the female workers in Class A in this trade and all employees have worked more than 9 hours per day and 23 days in a month except male workers in the Class C in this trade.

The daily earnings of male workers were higher than female workers in Class A. Thus, male workers got the higher basic salaries than female workers and both workers have received more than Rs. 11,000.00 as average basic salary in each grade except the Class C female workers in this trade.

**23. Rubber (Including Tyre Manufacturing and Re-Building), Plastic and Petroleum Resin Products Manufacturing Trade**

Class of Workers		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
Skilled	Tyre and Tube Manufacturing	Male	21.00	13.22	277.69	40,824.00	1,004.15	21,087.15	21,087.15	21,087.15
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Manufacturing of Bicycle Tyres and Tubes	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Re-Building, Re-treading and re-grooving of Tyres	Male	22.75	10.89	245.47	37,851.78	862.39	19,381.68	15,660.53	24,157.58
		Female	24.00	11.04	265.00	27,887.50	625.00	15,000.00	15,000.00	15,000.00
	Manufacturing of Rubber Goods	Male	24.17	10.66	254.99	40,216.66	789.27	18,525.40	15,857.11	23,835.24
		Female	25.17	7.42	186.67	13,008.33	475.54	11,967.67	11,967.67	11,967.67
	Manufacturing of Plastic Goods	Male	21.40	10.45	224.07	32,709.47	933.21	20,024.63	16,565.67	23,483.59
		Female	21.00	9.00	189.00	18,819.06	739.24	15,524.13	15,524.13	15,524.13
Petroleum Resin Products	Male	30.00	11.15	334.55	34,675.15	775.98	23,279.36	23,279.36	23,279.36	
	Female	30.00	8.62	258.50	24,559.50	722.58	21,677.50	21,677.50	21,677.50	
Semi-Skilled	Tyre and Tube Manufacturing	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Manufacturing of Bicycle Tyres and Tubes	Male	21.00	11.88	249.49	31,434.07	885.89	18,603.67	18,603.67	18,603.67
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Re-Building, Re-treading and Re-grooving of Tyres	Male	22.50	11.81	264.56	35,275.27	805.26	17,918.87	16,134.13	19,703.61
		Female	24.00	10.89	261.25	26,875.00	594.06	14,257.50	14,257.50	14,257.50
	Manufacturing of Rubber Goods	Male	22.50	9.45	209.55	25,829.11	790.70	17,491.55	14,189.00	20,794.09
		Female	14.00	7.43	104.00	6,769.00	444.79	6,227.00	6,227.00	6,227.00
	Manufacturing of Plastic Goods	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
Petroleum Resin Products	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	

(Contd.)

### 23. Rubber (Including Tyre Manufacturing and Re-Building), Plastic and Petroleum Resin Products Manufacturing Trade

Class of Workers			Sex	Average (Per Person)								
				Included Overtime				Excluded Overtime				
				Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
					Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Un Skilled	Manufacture of Tyres and Tubes		Male	21.00	11.97	251.45	27,491.91	791.16	16,614.45	16,614.45	16,614.45	
			Female	nr	nr	nr	nr	nr	nr	nr	nr	
	Manu- facture of Bicycle Tyres and Tubes	Calendar Feeders, Feeders of Strainers and Tyre Painters		Male	nr	nr	nr	nr	nr	nr	nr	nr
				Female	nr	nr	nr	nr	nr	nr	nr	nr
		Labourers		Male	nr	nr	nr	nr	nr	nr	nr	nr
				Female	nr	nr	nr	nr	nr	nr	nr	nr
	Re-Building, Re-treading and Re-grooving of Tyres, Repairing of Tyres and Tubes and Manufacture of Rubber Goods			Male	22.50	11.68	261.77	18,311.88	765.62	17,014.24	14,977.95	19,050.52
				Female	24.00	10.94	262.50	26,912.50	593.75	14,250.00	14,250.00	14,250.00
	Plastic Goods Manufacturing Trade			Male	23.00	9.43	213.13	31,046.97	791.53	17,702.13	13,500.00	21,904.27
				Female	nr	nr	nr	nr	nr	nr	nr	nr
	Petroleum Resin Products			Male	nr	nr	nr	nr	nr	nr	nr	nr
				Female	nr	nr	nr	nr	nr	nr	nr	nr
Trade Learners & Apprentices	Plastic Goods Manufacturing Trade	First Year		Male	30.00	11.53	346.00	27,081.83	501.67	15,050.00	15,050.00	15,050.00
				Female	nr	nr	nr	nr	nr	nr	nr	nr
		Second Year		Male	nr	nr	nr	nr	nr	nr	nr	nr
				Female	nr	nr	nr	nr	nr	nr	nr	nr
<i>The below categories of staff have not been included under Rubber, Plastic and Petroleum Resin Products Trade Wages Board</i>												
Other Staff	Staff Grade		Male	22.38	9.72	214.47	57,306.09	1,498.96	32,539.02	18,287.50	73,478.56	
			Female	21.52	9.36	201.01	51,875.13	1,677.83	36,030.14	15,500.00	73,478.33	
	Non Staff Grade		Male	23.13	9.86	225.29	44,590.60	1,166.63	27,015.48	14,000.00	49,722.97	
			Female	nr	nr	nr	nr	nr	nr	nr	nr	

nr - Not Responded

The skilled employees of this trade have worked from 7 to 13 hours per day and monthly working duration of Petroleum Resin Products workers was very high in Skilled Category. Trade Learners & Apprentices (Plastic Goods Manufacturing Trade) worked about 11.5 hours per day and about 30 days per month.

The male workers got slightly higher average daily payments than female workers in five categories in Skilled Category. However, the male workers got more than thrice of salaries than females in Manufacturing of Rubber Goods categories of the Skilled and Semi-Skilled groups.

The average monthly basic salaries varied from 11,900.00 to Rs. 22,000.00 in Skilled and Un-Skilled categories and it was found between Rs. 6,000.00 and Rs. 19,000.00 in Semi-Skilled category.

#### **24. Tanning Footwear and Leather Goods Manufacturing Trade**

The working duration of male and female workers were same in Tanning of Leather Manufacture and both sex of workers got the average daily payment over than Rs. 460.00. The Grade I workers of Tanning of Leather category have received the average basic salary ~~close to~~ more than Rs. 23,000.00. The average basic salary per month of male employees were higher than the female employees for each Class of Workers and they found between Rs. 10,700.00 and Rs. 23,700.00 per month. Similarly, average total monthly earnings found between Rs. 11,450.00 and Rs. 31,600.00 per month for both sex of workers.

## 24. Tanning Footwear and Leather Goods Manufacturing Trade

Class of Workers		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
The Tanning of Leather	Grade I	Male	23.00	9.65	222.00	31,534.76	1,028.48	23,655.10	23,655.10	23,655.10
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Grade II	Male	23.00	9.65	222.00	30,373.96	949.95	21,848.78	21,848.78	21,848.78
		Female	23.00	9.00	207.00	21,848.00	949.95	21,848.00	21,848.00	21,848.00
	Grade III	Male	23.00	9.00	207.00	13,500.00	586.96	13,500.00	13,500.00	13,500.00
Female		23.00	9.00	207.00	11,450.00	466.79	10,736.14	10,736.14	10,736.14	
The Manufacture and Repair of Footwear	Grade I	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Grade II	Male	17.17	12.45	176.89	22,325.00	1,089.34	17,801.65	10,672.00	30,944.95
		Female	21.67	8.30	181.35	20,973.58	768.92	17,306.33	11,072.00	28,650.00
	Grade III	Male	14.67	7.88	115.67	17,191.25	747.15	10,947.58	9,795.50	12,099.67
Female		19.00	8.00	152.00	16,910.00	597.89	11,360.00	9,220.00	13,500.00	
The Manufacture of Leather Goods	Grade I	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Grade II	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Grade III	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Learners or Apprentices	Male	nr	nr	nr	nr	nr	nr	nr	nr
Female		nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Tanning Footwear And Leather Goods Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	22.00	8.50	187.00	71,062.50	2,946.02	64,812.50	64,812.50	64,812.50
		Female	22.00	8.64	190.00	64,500.00	2,481.82	54,600.00	54,600.00	54,600.00
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr

nr - Not Responded

## 25. Ceramic Products Manufacturing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days Per Month	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Skilled	Male	25.03	9.16	229.07	33,615.57	978.99	24,457.53	22,737.51	27,607.48	
	Female	25.67	8.29	212.50	35,342.73	941.33	24,119.04	21,933.42	26,660.00	
Semi-Skilled	Male	25.60	8.94	228.47	22,641.44	647.53	16,622.30	12,383.33	19,026.87	
	Female	26.00	7.63	198.49	21,823.45	683.51	17,771.17	17,327.18	18,215.16	
Un-Skilled	Male	24.13	7.37	175.69	22,112.39	619.75	14,955.93	11,600.00	17,424.00	
	Female	26.00	9.19	239.00	22,158.50	655.30	17,037.75	15,545.00	18,530.50	
Apprentices	Male	26.00	7.59	197.41	9,500.52	271.00	7,045.98	6,317.70	7,774.26	
	Female	26.00	7.43	193.11	9,339.99	279.28	7,261.35	6,414.49	8,108.21	
<i>The below categories of staff have not been included under Ceramic Products Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	24.59	8.50	208.85	55,595.95	1,675.27	39,763.69	16,576.53	77,433.19
		Female	24.96	7.86	195.80	32,060.83	921.47	22,890.13	18,106.88	26,791.00
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

The Skilled and Semi-Skilled male workers have worked close to 9.00 hours per day and the working duration of female workers of these grades were close to 8 hours per day. All workers have worked more than 25 days per month except Un-Skilled male workers. The Un-Skilled male employees worked about 24 days per month in Ceramic Products Manufacturing Trade.

The Skilled male workers have higher average earnings per day (Rs. 978.99) than skilled female workers (Rs. 941.33) and both of them have got nearby average basic salary about Rs. 24,000.00 in Skilled Grade. However, the female employees got the higher average total salary (Rs. 35,342.73) than the male employees (Rs. 33,615.57) in this Class.

In Un-Skilled class, the female employees worked higher than the male employees and they received higher payments (daily and monthly) than the male employees.

## 26. Prawn Culture and Exports Trade

Class of Workers	Sex	Average (Per Person)							
		Included Overtime				Excluded Overtime			
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
Skilled	Male	24.00	9.10	218.33	26,400.00	925.00	22,200.00	22,200.00	22,200.00
	Female	nr	nr	nr	nr	nr	nr	nr	nr
Semi-Skilled	Male	24.00	9.25	222.00	21,600.00	810.00	19,440.00	19,440.00	19,440.00
	Female	nr	nr	nr	nr	nr	nr	nr	nr
Un-Skilled	Male	26.00	9.50	247.00	22,100.00	750.00	19,500.00	19,500.00	19,500.00
	Female	nr	nr	nr	nr	nr	nr	nr	nr
<i>The below categories of staff have not been included under Prawn Culture And Exports Trade Wages Board</i>									
Other Staff	Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

Only the male employees were engaged in Prawn Culture and Exports Trade and they have worked more than 9 hours per day and 24 days per month in each grade category.

The average daily payments of the workers of this trade were in between Rs. 750.00 and Rs.950.00 and the average total salaries found lies within the range of Rs. 21,000.00 and Rs. 26,500.00. The average monthly basic salaries were found between Rs. 19,400.00 and Rs. 22,200.00 for all workers.



## 27. Metal Quarry and Metal Crushing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Skilled	Male	17.37	9.33	158.03	17,687.31	750.24	11,842.73	5,568.75	16,859.44	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Semi-Skilled	Male	20.40	8.73	182.12	11,916.87	691.62	13,879.21	8,100.00	17,940.00	
	Female	23.00	8.00	184.00	14,030.00	610.00	14,030.00	14,030.00	14,030.00	
Un-Skilled	Male	20.00	9.25	185.00	15,000.00	600.00	12,000.00	12,000.00	12,000.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Metal Quarry and Metal Crushing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	21.94	8.39	184.06	33,480.81	780.64	17,128.60	17,128.60	17,128.60
		Female	21.53	8.40	180.76	30,446.00	961.68	20,704.41	20,704.41	20,704.41
	Non Staff Grade	Male	11.58	9.62	116.75	16,553.15	646.59	8,061.83	1,740.00	14,383.66
		Female	21.75	8.60	187.13	21,999.50	617.36	13,427.50	13,427.50	13,427.50

*nr - Not Responded*

The Skilled male workers have earned Rs. 750.24 as the average daily wage and their average of the total salary and basic salary were Rs. 17,687.31 and Rs. 11,842.73 per month respectively.

The Semi-Skilled male and female workers received average daily payments of Rs. 691.62 and Rs. 610.00 respectively. Female workers received the higher average total salary (Rs. 14,030.00) than the male workers (Rs. 11,916.87) in this category.

The unskilled male workers got Rs. 600.00, as the average daily wage and their average of the total and basic salaries were Rs. 15,000.00 and Rs. 12,000.00 per month respectively.

## 28. Plumbago Trade

Category	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Underground Workers	Male	24.86	7.00	174.05	37,761.61	1,270.29	31,600.41	28,286.02	38,063.11	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Underground and Surface Workers	Male	25.04	7.33	183.65	36,562.96	1,188.38	29,754.41	28,436.25	32,014.80	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Surface Workers	Male	25.00	9.00	225.00	36,815.53	1,260.79	31,519.81	30,550.11	32,489.50	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Workers employed in the following tasks connected with curing the dressing	Male	25.75	8.75	224.75	32,793.54	1,025.22	26,288.04	18,572.14	32,820.00	
	Female	25.93	8.90	230.64	21,655.50	693.96	18,042.29	16,034.29	20,050.29	
<i>The below categories of staff have not been included under Plumbago Trade Wages Board</i>										
Other Staff	Staff Grade	Male	24.37	8.64	210.93	34,018.45	1,044.80	25,757.13	13,239.50	35,027.61
		Female	24.30	8.67	211.04	33,891.76	977.54	24,012.59	13,852.78	31,258.20
	Non Staff Grade	Male	24.40	8.64	211.33	37,427.58	1,180.79	29,198.25	12,429.00	39,757.00
		Female	24.67	8.50	210.00	23,292.67	625.55	15,490.00	10,710.00	24,950.00

*nr - Not Responded*

The male workers were found in all grades of Plumbago Trade, except the last category and the trade was most prominent among males.

These workers have worked around 9 hours per day, except underground and surface workers, who worked around 7 hours per day. Similarly, they have worked 25 to 26 days per month.

The average daily earnings of the workers were more than Rs. 1,000.00 and the monthly average total salary and basic salary were also higher than Rs. 32,000.00 and Rs. 26,000.00 respectively for all the workers except female workers in the last occupation category.

## 29. Cinnamon Trade

### 29.1 Time Rates

Category	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings	Basic Salary (In Rs.)				
		Per Month	Per Day	Per Month	Per Month (In Rs.)	Per Day	Per Month	Minimum	Maximum	
Pruning, Draining & Terracing Weeding, Removing Iluk, Grass & Cleaning Boundaries	Male	11.16	11.23	129.26	11,060.68	932.61	11,050.54	5,090.86	18,900.00	
	Female	5.10	9.49	48.40	3,468.00	636.39	3,245.60	3,245.60	3,245.60	
Cinnamon Peeled	Male	6.87	10.11	69.93	4,300.00	585.10	4,083.08	544.25	7,540.00	
	Female	8.53	10.34	85.03	4,946.11	519.52	4,518.44	1,780.00	8,537.00	
<i>The below categories of staff have not been included under Cinnamon Trade Wages Board</i>										
Other Staff	Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Non Staff Grade	Male	17.40	9.19	161.27	10,214.67	494.33	9,637.02	3,913.40	19,200.00
		Female	13.67	9.25	126.33	7,083.33	533.00	6,576.67	5,500.00	8,250.00

*nr - Not Responded*

The employees averagely worked more than 9 hours per day and in all grades of Cinnamon Trade. The highest average daily payment (Rs. 932.61) was received by male workers of first category of this trade and the least payment (Rs. 519.52) received by female workers of Cinnamon Peeled category.

### 29.2 Piece Rate

Process	Average (Per Person)
	Rate (In Rs.)
Pruning per Hectare	17,384.00

The working time is not important to this process and the workers got the average payment of Rs. 12,355.00 per Hectare for the Pruning Process.

## 30. Tobacco Trade

Category	Average (Per Person)
	Rate (In Rs.)
Labourer per Day	1,250 .00

The average earning of workers in this trade was Rs. 1,250. Per day.

## C. SERVICE SECTOR

### 32. Motor Transport Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Class "A"	Male	24.50	10.46	245.00	22,627.50	693.33	17,775.00	7,400.00	31,000.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "B"	Male	22.00	9.49	208.75	14,000.00	522.73	11,500.00	11,500.00	11,500.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "C"	Male	23.33	9.80	229.67	32,235.00	744.58	17,791.67	8,925.00	26,000.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "D"	Male	20.50	11.58	223.25	36,276.24	1,026.04	22,352.06	11,795.11	32,909.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "E"	Male	25.00	9.58	239.50	20,125.00	757.00	18,925.00	18,925.00	18,925.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "F"	Male	27.00	7.67	216.50	25,625.00	793.48	21,850.00	15,800.00	27,900.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "G"	Male	15.00	9.15	137.27	35,841.00	695.15	10,427.27	10,427.27	10,427.27	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "H"	Male	25.50	9.81	250.00	11,575.00	444.81	11,325.00	10,650.00	12,000.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "I"	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "J"	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Class "K"	Male	23.00	9.00	207.00	18,592.00	586.96	13,500.00	13,500.00	13,500.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Motor Transport Trade Wages Board</i>										
Other Staff	Staff Grade	Male	26.00	7.56	196.00	26,250.00	720.37	18,750.00	17,500.00	20,000.00
		Female	18.00	8.00	144.00	17,500.00	972.22	17,500.00	17,500.00	17,500.00
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr

nr - Not Responded

Only males have represented in this trade and all of them have engaged in works more than 9 hours per day except the Class “F” and the drivers who were belonged to Class “D” have worked more than 11 hours per day. However, the workers of Class “F” have worked 27 days in a month, which was the highest duration in the Motor Transport Trade.

The drivers of omnibuses with more than 22 passenger capacity belonged to Class “A” and they have normally worked 24 days per month. Their average daily wages were Rs. 693.33 and the total monthly earnings of them were around Rs. 22,600.00.

The highest average daily payment (Rs. 1,026.04) was achieved by Class "D" workers in this trade and the monthly salaries were also higher for them.

The details of categories under Motor Transport Trade defined as follows,

- Class "A" - Drivers of omnibuses licensed to carry over 22 passengers*
- Class "B" - Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances and drivers of lorries and vans (other than those by a used solely for internal transport within the estate) with a licensed payload of over 20 cwt.*
- Class "C" - Drivers of hiring cars and cabs, drivers of lorries and vans (other than those owned by an estate and used solely for internal transport within the estate) with a licensed payload of 20 cwt, and under and drivers of three wheeler and drivers of hearses*
- Class "D" - Drivers of tractor with trailers used for transport purpose, drivers of lorries with trailers (including those of the scammel horse type but excluding those lorries with trailers or tractors owned by an estate and used solely for internal transport within the estate)*
- Class "E" - Drivers of following vehicles owned by an estate and used solely for within the estate namely (a) lorries and (b) tractors with trailers*
- Class "F" - Conductors, clerks, cashiers, ticket-clerks and booking clerks employed in omnibuses.*
- Class "G" - Cleaners and porters of lorries with a licensed pay load of over 20 cwt*
- Class "H" - Cleaners and porters of lorries with a licensed pay load of over 20 cwt and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses)*
- Class "I" - Omnibus checkers or time- keepers*
- Class "J" - Omnibus inspectors and omnibuses stand supervisors*
- Class "K" - All other workers in the motor Transport Trade Excluding workers referred to in the preceding items*

- (a) “Cleaners” means workers employed (other than in clerical capacities) in connection with the maintenance of the cleanliness of lorries, omnibuses, hiring cars, cabs, vans, ambulances and hearses.*
- (b) “Porters” means workers employed in loading or unloading goods in to or from lorries, omnibuses, hiring cars, cabs, vans, ambulances and hearses and required to travel in the vehicles in the performance.*

**33. Cinema Trade**  
**33.1 Within the Municipal Area**

Class of Workers		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
A - Non Clerical	Un-Skilled	Male	28.00	10.10	281.50	19,857.72	447.31	12,540.28	9,158.33	18,462.50
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Semi-Skilled	Male	26.20	10.61	276.73	22,761.40	597.19	15,194.80	9,770.00	24,414.00
		Female	23.00	12.09	278.00	33,319.50	890.80	20,488.50	19,120.00	21,857.00
	Skilled - Grade I	Male	26.33	11.95	311.31	27,055.71	617.27	16,073.32	9,925.00	21,857.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
Skilled - Grade II	Male	26.14	11.20	290.14	26,582.57	623.81	15,881.36	9,925.00	26,433.00	
	Female	25.50	11.85	302.00	31,866.50	809.45	20,604.00	19,120.00	22,088.00	
B - Clerical	Grade I	Male	23.25	10.87	240.13	26,544.88	1,006.34	20,528.13	11,012.50	25,190.00
		Female	27.00	11.78	318.00	40,508.00	932.96	25,190.00	25,190.00	25,190.00
	Grade II	Male	29.00	11.83	343.00	27,487.00	517.24	15,000.00	15,000.00	15,000.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Grade III	Male	25.00	12.80	320.00	25,111.00	397.40	9,935.00	9,935.00	9,935.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
<i>The below categories of staff have not been included under Cinema Trade Wages Board</i>										
Other Staff	Staff Grade	Male	24.73	9.37	231.97	33,959.29	1,193.54	29,470.14	10,000.00	56,365.00
		Female	21.67	8.33	181.33	31,103.33	1,314.42	28,303.33	22,600.00	32,500.00
	Non Staff Grade	Male	20.50	8.00	164.00	22,520.00	1,027.31	20,945.00	16,750.00	25,140.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

The wages boards decisions were separately taken for municipal area and outside the municipal areas in this trade.

**Non Clerical :**

The working duration of Non-Clerical grade were found between 10 and 12 hours per day and more than 25days per month except female Semi-Skilled workers. The average total salary per month of them were between Rs. 19,000.00 and Rs. 32,000.00.

**Clerical :**

There was a significant difference of monthly earnings among Clerical workers in municipal areas.

### 33.2 Outside the Municipal area

Class of Workers		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
A - Non Clerical	Un-Skilled	Male	25.25	10.52	265.25	18,191.75	544.99	13,730.25	6,748.50	24,098.00
		Female	24.00	8.88	213.00	14,227.00	541.67	13,000.00	13,000.00	13,000.00
	Semi-Skilled	Male	24.50	11.21	273.75	16,279.00	450.21	11,050.00	9,850.00	12,250.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Skilled - Grade I	Male	23.10	9.68	222.00	20,762.90	807.83	17,703.20	9,255.00	23,261.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Skilled - Grade II	Male	23.25	9.61	225.25	20,409.67	755.44	16,441.83	7,840.00	22,181.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
B - Clerical	Grade I	Male	26.00	8.00	208.00	16,500.00	634.62	16,500.00	16,500.00	16,500.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Grade II	Male	23.67	8.57	203.00	15,577.67	552.60	13,178.33	9,035.00	17,000.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Grade III	Male	25.67	10.27	263.00	16,824.67	619.75	15,948.67	10,181.00	25,307.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
<i>The below categories of staff have not been included under Cinema Trade Wages Board</i>										
Other Staff	Staff Grade	Male	29.50	9.11	269.25	28,371.50	901.82	25,468.75	15,375.00	37,000.00
		Female	26.00	9.00	234.00	25,000.00	961.54	25,000.00	25,000.00	25,000.00
	Non Staff Grade	Male	26.00	8.00	208.00	15,448.00	594.15	15,448.00	15,448.00	15,448.00
		Female	25.00	8.00	200.00	9,236.50	409.46	10,236.50	10,236.50	10,236.50

nr - Not Responded

#### Non Clerical :

Both male and female workers can be found only Un-Skilled Non Clerical staff outside of the Municipal areas of the Cinema Trade and their working pattern and earnings were given in the above table.

### 34. Nursing Home Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days Per Month	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Grade I	Male	25.33	8.38	212.50	29,354.83	1,066.97	27,354.33	13,925.00	53,138.00	
	Female	25.14	7.99	200.14	23,982.47	945.09	20,816.23	12,125.00	43,741.50	
Grade II	Male	25.75	8.82	225.58	23,318.90	701.78	18,415.00	12,285.00	27,000.00	
	Female	25.49	7.98	203.38	16,113.57	570.18	14,587.39	8,236.36	27,362.00	
Grade III	Male	26.00	6.65	173.00	22,435.00	711.54	18,500.00	18,500.00	18,500.00	
	Female	24.75	8.28	203.67	13,232.58	533.05	12,300.84	10,530.00	17,786.04	
Grade IV	Male	25.00	6.50	164.00	17,612.17	696.62	12,969.33	12,000.00	23,224.33	
	Female	24.55	8.55	209.76	15,393.95	502.44	12,443.56	6,716.67	21,508.25	
Grade V	Male	24.00	8.05	193.33	18,205.67	440.93	10,741.67	7,225.00	15,750.00	
	Female	26.00	8.04	209.00	14,491.20	501.78	13,046.25	7,166.67	18,472.09	
Grade VI	Male	23.50	9.05	210.00	15,408.83	419.24	9,509.17	7,333.33	11,685.00	
	Female	24.80	8.49	210.20	11,990.00	370.33	9,130.00	5,650.00	12,000.00	
Grade VII	Male	26.00	7.96	206.75	12,722.88	445.19	11,567.56	8,525.00	18,120.25	
	Female	25.29	8.67	219.14	12,173.40	433.03	11,011.43	6,900.00	19,163.43	
Trainees (1 <sup>st</sup> Year)	Male	22.00	8.91	196.00	9,983.00	314.55	6,920.00	6,920.00	6,920.00	
	Female	26.00	8.02	207.94	13,833.03	328.94	8,608.78	6,770.00	10,000.00	
Trainees (2 <sup>nd</sup> Year)	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	24.00	8.00	192.00	4,750.00	182.29	4,375.00	4,375.00	4,375.00	
Trainees (3 <sup>rd</sup> Year)	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Nursing Home Trade Wages Board</i>										
Other Staff	Staff Grade	Male	26.00	7.14	185.67	18,983.46	721.96	18,770.83	16,166.67	21,375.00
		Female	26.00	7.86	204.29	27,444.64	677.20	17,607.14	16,714.29	18,500.00
	Non Staff Grade	Male	26.00	8.00	208.00	18,500.00	548.08	14,250.00	14,250.00	14,250.00
		Female	26.00	6.73	175.00	14,179.25	418.27	10,875.00	10,875.00	10,875.00

nr - Not Responded

Matrons and Apothecaries were categorized under Grade I in Nursing Home Trade. Although, they have engaged in works more than 25 days per month and their average daily working period was around 8 hours per day.

Nursing Sisters, Pharmacists and all Laboratory Technologists were in Grade II and their earnings were less than Grade I workers according to the above information. Furthermore, males have more earned than females in all grades.



### 35. Hotel and Catering Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Grade I	Male	24.91	9.35	232.64	24,412.71	653.10	16,165.73	5,619.14	62,000.00	
	Female	26.00	9.03	234.64	39,849.87	846.66	22,321.25	10,400.00	50,000.00	
Grade II	Male	24.63	9.06	223.15	30,207.52	797.15	19,968.94	8,400.00	76,000.00	
	Female	23.67	8.75	207.17	13,803.33	536.10	12,703.33	11,250.00	13,700.00	
Grade III	Male	24.30	9.89	239.83	30,735.63	905.68	21,826.22	10,000.00	77,000.00	
	Female	23.94	8.99	215.33	26,938.75	879.97	21,232.50	8,905.00	48,000.00	
Grade IV	Male	25.43	9.30	236.94	31,242.68	823.35	19,990.74	10,000.00	44,875.00	
	Female	23.83	8.89	212.67	34,821.83	1,011.51	23,920.83	13,500.00	33,125.00	
Grade V	Male	23.00	8.76	202.10	36,346.51	1,036.97	23,183.52	14,330.00	38,435.00	
	Female	22.75	8.38	190.63	56,523.75	979.81	21,685.00	12,340.00	43,400.00	
<i>The below categories of staff have not been included under Hotel and Catering Trade Wages Board</i>										
Other Staff	Staff Grade	Male	25.50	9.00	230.00	63,875.25	1,812.84	47,096.92	23,000.00	71,500.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Non Staff Grade	Male	24.00	8.00	192.00	26,000.00	947.92	22,750.00	22,750.00	22,750.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

nr - Not Responded

The employees worked more than 8 hours per day and they have worked 23 days or more per month in this trade.

Normally. The average daily payments were shown an increasing trend with the Grade Number of this trade. However, the daily and monthly payments of male workers were higher than the female workers for most of the Grades.

### 36. Security Services Trade

Category of Services	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Operational Services	Male	25.62	10.90	275.86	23,573.58	537.55	13,779.30	9,505.56	22,597.30	
	Female	25.85	11.51	297.39	20,774.66	533.46	13,215.80	10,095.00	15,610.50	
Supervisory Services	Male	28.60	11.20	320.78	30,096.89	600.05	17,079.06	12,334.10	25,628.06	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Security Services Trade Wages Board</i>										
Other Staff	Staff Grade	Male	25.43	10.00	254.91	99,387.37	824.74	20,380.11	12,174.29	40,928.57
		Female	25.33	9.60	243.53	28,858.78	893.88	22,237.67	12,105.00	38,333.33
	Non Staff Grade	Male	22.00	9.50	209.00	11,750.00	465.91	10,250.00	10,250.00	10,250.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

Female Security Officers, Security Guards, Watchers, Patrolmen or employees performing operational functions have worked 11.51 hours per day slightly higher than male officers (10.90). But the working duration of the average days per month (about 26 days) was same for both of them.

The daily wages of security officers in operational services were around Rs. 530.00 for both sexes but the total average salaries were higher for males than females.

However, Supervisory Services Personnel have worked than the Operational Services Personnel and they have earned considerably higher salaries than the Operational Services Personnel.

### 37. Journalist Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Special Grade	Male	24.00	8.00	192.00	95,500.00	1,458.33	35,000.00	35,000.00	35,000.00	
	Female	22.00	8.00	176.00	30,000.00	1,363.64	30,000.00	30,000.00	30,000.00	
Grade I	Male	23.67	8.62	203.67	41,131.38	1,192.82	28,368.09	23,515.00	35,000.00	
	Female	22.67	8.33	189.00	25,362.57	1,090.43	24,625.24	20,000.00	30,000.00	
Grade II	Male	23.00	9.78	224.95	33,047.29	1,120.30	25,766.95	20,000.00	29,030.86	
	Female	23.00	9.76	224.50	21,560.50	903.04	20,770.00	20,770.00	20,770.00	
Grade III*	Male	23.30	9.15	212.96	27,106.61	957.07	22,206.67	15,852.90	24,815.00	
	Female	23.00	8.99	206.70	28,329.80	1,061.84	24,422.21	14,012.50	32,740.00	
<i>The below categories of staff have not been included under Journalist Trade Wages Board</i>										
Other Staff	Staff Grade	Male	22.83	9.08	207.50	50,925.00	1,648.81	37,375.00	24,250.00	47,500.00
		Female	22.00	8.00	176.00	60,000.00	2,727.27	50,000.00	50,000.00	50,000.00
	Non Staff Grade	Male	23.02	9.81	225.86	26,972.88	790.00	18,179.45	12,187.79	20,330.00
		Female	24.89	8.00	199.11	18,572.89	552.46	13,750.00	13,750.00	13,750.00

\* Includes Trainees

The Deputy Editors, Associate Editors, Special Grade Editors and Editor (Daily) were belonged to the Special Grade and the Grade I was also given for the parallel occupation categories. Their average daily wages were higher than Rs. 1,000.00.

The journalists who were belonged to Grade II have worked 23 days per month and above 9.75 hours per day. However, the male journalists have received higher salaries on daily and monthly basis than females in this grade.

Grade III journalists worked around 23 days per month and their monthly average total earnings were more than Rs. 27,000.00. However Female workers got the higher basic and total salaries than male workers in this grade.

### 38. Retail and Wholesale Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Grade I	Male	24.75	8.28	204.60	43,188.73	1,560.59	38,599.15	10,666.67	72,612.50	
	Female	24.00	8.31	198.34	25,920.25	938.06	22,232.50	19,250.00	25,525.00	
Grade II	Male	24.61	8.22	202.42	27,827.29	1,027.08	25,522.90	14,391.75	59,200.00	
	Female	24.50	8.21	201.01	23,159.20	855.82	21,049.22	10,500.00	46,400.00	
Grade III	Male	24.50	8.62	211.00	18,057.75	714.77	16,984.00	9,000.00	24,900.00	
	Female	22.33	9.25	209.58	16,670.08	645.19	14,178.41	13,500.00	14,535.23	
Grade IV	Male	23.92	9.33	224.13	18,144.68	599.66	14,254.24	9,016.67	22,500.00	
	Female	24.94	8.92	222.40	19,792.96	593.57	14,780.23	12,282.50	18,838.40	
<i>The below categories of staff have not been included under Retail And Wholesale Trade Wages Board</i>										
Other Staff	Staff Grade	Male	23.30	8.68	201.20	20,201.16	572.09	13,175.41	12,000.00	14,350.82
		Female	21.00	7.90	166.00	15,781.50	666.67	14,000.00	14,000.00	14,000.00
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

Male and female employees have worked more than 8 hours per day and more than 23 days per month in the Retail and Wholesale Trade.

The male workers got a higher average total salary and the basic salary than female workers in each grade except Grade IV. The Grade I male workers got the highest average daily payment of Rs. 1,560.59 and the Grade IV female workers got the least average daily payment of Rs. 593.57 in this trade.

### 39. Dock, Harbour and Port Transport Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days Per Month	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
Grade I	Male	27.35	9.25	252.81	53,412.07	1,013.23	27,709.02	27,522.83	27,895.21	
	Female	25.75	11.80	303.84	48,560.89	731.07	18,930.51	13,000.00	22,580.00	
Grade II	Male	22.00	14.00	308.00	66,058.00	978.86	21,535.00	21,535.00	21,535.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Grade III	Male	27.84	9.91	275.96	76,580.15	1,270.99	34,932.58	21,739.75	56,202.00	
	Female	27.35	9.25	252.81	53,412.07	1,013.23	27,709.02	27,522.83	27,895.21	
<i>The below categories of staff have not been included under Dock, Harbour and Port Transport Trade Wages Board</i>										
Other Staff	Staff Grade	Male	20.44	11.56	236.11	82,479.64	907.21	17,220.97	12,189.29	19,678.00
		Female	19.24	11.27	216.36	53,078.43	1,184.13	22,859.07	18,891.50	25,635.71
	Non Staff Grade	Male	26.33	10.49	275.48	109,099.12	1,694.08	45,155.91	24,452.19	82,515.55
		Female	27.00	10.27	277.33	104,244.33	1,528.00	41,256.00	41,256.00	41,256.00

*nr - Not Responded*

The male employees were only found in Grade II of Dock, Harbour and Port Transport Trade and they worked more than 12 hours per day. However, all workers in this trade worked more than 25 days in a month except the Grade II workers.

In addition, their average daily wages were higher than Rs, 731.07 and the average basic salary was higher than Rs. 18,000.00. The average total earnings of these workers were found between Rs. 48,000.00 and Rs. 77,000.00 per month.

#### 40. Janitorial Service Trade

Category of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days Per Month	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Day	Per Month		Per Day	Per Month	Minimum	Maximum	
(a) Operational Personnel	Male	21.60	8.60	184.76	14,856.68	569.16	12,302.05	8,400.00	15,000.00	
	Female	22.32	8.55	189.96	14,373.81	545.95	12,246.01	10,000.00	15,260.05	
(b) Supervisory Personnel	Male	24.00	8.17	196.30	23,439.25	692.43	16,885.65	12,291.50	21,479.80	
	Female	25.80	8.00	206.40	24,908.80	619.20	15,975.40	15,975.40	15,975.40	
<i>The below categories of staff have not been included under Janitorial Service Trade Wages Board</i>										
Other Staff	Staff Grade	Male	23.48	6.14	141.50	34,825.00	713.05	16,671.90	16,350.00	16,993.80
		Female	26.00	8.75	227.75	24,501.13	732.57	19,009.50	18,769.00	19,250.00
	Non Staff Grade	Male	25.67	8.00	205.33	29,883.67	702.34	18,026.67	18,026.67	18,026.67
		Female	nr	nr	nr	nr	nr	nr	nr	nr

*nr - Not Responded*

All the Cleaners, Conservancy Labourers, Janitors or Employees Performing Functions However, Designated in Cleaning Offices and Establishments employees who were belonged to Operational Personnel have worked more than 8 hours per day and more than 21 days per month in Janitorial Service Trade.

Average daily earnings of male Operational Personnel (Rs. 569.16) were higher than the female Operational Personnel (Rs. 545.95) and the same pattern was seen for average total earnings.

The average working hours of Supervisory Personnel (Employees in-charge of Operational Personnel, Officers in-charge Shift Supervisors or Supervisors) was around 8 hours per day and the average working days per month was more than 24 days for them. Although, the average daily wages of male Supervisory Personnel (Rs. 692.43) was higher than the female Supervisory Personnel (Rs. 619.20). The average basic salary of male workers higher than that of female workers in this category.

**D. DETERMINATION BY COMMISSIONER\*\*\***

**13. Beedi Manufacturing Trade**

Work		Average (Per Person)
		Rate (In Rs.)
Workers for Beedi Rolling (inclusive of the preparation of Wrappers for Rolling, Cutting, Wrapping Leaves, Filling Wrappers with Beedi Tobacco Beedi Rolling tying rolled Beedies) – Per 1,000 Beedies	Beedies more than 2 inches long but less than 3 inches	625.00
Workers for Fixing Ring Labels Round Rolled Beedies - Per 1,000 Beedies		60.00

The workers of Beedi Manufacturing Trade have worked under piece rate basis and therefore the working time is not important to them. However, their earning depends on the working capacity of them.

However, the workers for Beedi Rolling received Rs. 625.00 Fixing Ring Labels Round Rolled Beedies and the workers for Fixing Ring Labels Round Rolled Beedies Rs. 60.00 for 1,000 Beedies.

**31. Cigar Manufacturing Trade**

Process	Average (Per Person)
	Rate (In Rs.)
Cigar rolling per 1,000 cigars	1,450.00

The workers of Cigar Manufacturing Trade have worked under piece rate basis and therefore the working time is not important to them. However, their earnings depend on the working capacity of them.

The workers for Cigar Rolling received Rs. 1,450.00 for 1,000 cigars.

---

\*\*\* The wages are only determined (without / regardless the service conditions) by the wages boards under this category.

#### 41. Batik Trade

Class of Workers	Job Category	Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Month	Per Day		Per Month	Per Day	Per Month	Minimum
Class "A"	Artists, Designers	Male	25.00	8.02	200.67	15,352.67	557.41	13,950.00	13,200.00	15,450.00
		Female	25.17	7.75	195.17	14,694.67	566.32	14,252.50	14,252.50	14,252.50
Class "B"	Boilers, Dyers	Male	23.00	8.76	203.75	15,638.25	549.98	12,500.00	12,500.00	12,500.00
		Female	20.83	8.35	176.17	12,529.67	525.53	10,734.17	8,702.50	12,000.00
Class "C"	Ironers, Tracers/Waxers	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	21.03	8.55	181.39	12,757.72	520.37	10,834.31	10,711.25	10,916.67
<i>The below categories of staff have not been included under Batik Trade Wages Board</i>										
Other Staff	Staff Grade	Male	24.38	8.50	206.88	14,857.63	569.80	13,875.00	13,500.00	15,000.00
		Female	23.37	9.18	216.17	14,666.20	474.11	11,000.00	11,000.00	11,000.00
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr

nr - Not Responded

The male and female workers averagely worked same duration in Class A and their average daily payment was about Rs. 560.00. Thus, the average total and basic salaries were between Rs. 13,950.00 and Rs. 15,400.00 per month.

The male workers have worked than the female workers in Class "B". The average basic salary of male workers (Rs. 12,500.00) was higher than female workers (Rs. 10,734.17) in this class and the pattern was same to the average the total monthly salary.

The female workers were only found in Class "C" and they have earned relatively lower salaries than the Class A and B workers daily monthly basis in this trade, except the Class "B" female workers.



#### 42. Glassware Manufacturing Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
Blower, Operative of Machines	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Helpers to Machine Operatives, Bubblers, Cutters, Helpers to Blowers, Furnace	Male	24.00	10.55	253.82	34,061.41	780.37	18,384.84	10,909.92	25,859.75	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Melting Machine Workers, Airman, Pressers, Assistant Bubblers	Male	24.50	10.52	258.14	32,634.50	671.77	16,444.61	16,103.50	16,785.71	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Junior Bubblers, Balancers, Turners, Counters	Male	nr	nr	nr	nr	nr	nr	nr	nr	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Glass Cutters, Chimney Cutters, Grinders	Male	25.00	11.20	280.00	51,140.00	1,125.44	28,136.00	28,136.00	28,136.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Packers, Carriers	Male	23.00	9.94	228.71	43,208.25	1,134.60	26,095.80	26,095.80	26,095.80	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Glassware Manufacturing Trade Wages Board</i>										
Other Staff	Staff Grade	Male	24.00	9.03	216.11	46,367.01	917.10	21,607.56	12,857.14	30,357.97
		Female	24.00	8.25	197.75	44,947.52	1,367.60	32,782.75	32,365.50	33,200.00
	Non Staff Grade	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	nr	nr	nr	nr	nr	nr	nr	nr

nr - Not Responded

The male employees have only to be found in Glassware Manufacturing Trade. All of them have worked about 10 hours or more per day and 23 days or more per month. Their average daily payment was found between Rs. 670.00 and Rs. 1,140.00 and total salaries were ranged between Rs. 32,600.00 and Rs. 51,250.00.

### 43. Pre School Service Trade

Profession		Sex	Average (Per Person)							
			Included Overtime				Excluded Overtime			
			Working Days Per Month	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)			
				Per Day	Per Month		Per Day	Per Month	Minimum	Maximum
Municipal Council	Teacher	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	19.29	4.90	94.05	16,276.70	647.25	12,483.33	8,550.00	15,333.33
	Assistant	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	20.60	4.80	99.32	11,409.80	471.03	9,721.80	3,784.00	14,600.00
Urban Council	Teacher	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	20.00	4.17	83.33	11,926.86	578.67	11,573.38	8,419.09	14,301.04
	Assistant	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	19.50	4.70	91.25	11,576.14	510.19	9,700.00	9,000.00	10,500.00
Pradeshiya Sabha	Teacher	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	20.00	4.38	87.50	11,657.50	531.25	10,625.00	7,000.00	15,000.00
	Assistant	Male	nr	nr	nr	nr	nr	nr	nr	nr
		Female	20.00	4.92	98.33	10,383.33	460.83	9,216.67	7,650.00	10,000.00
<i>The below categories of staff have not been included under Pre School Service Trade Wages Board</i>										
Other Staff	Staff Grade	Male	21.00	6.00	126.00 00.00	42,000.00	1,758.10	36,920.00	35,840.00	38,000.00
		Female	20.67	5.67	117.33	40,000.00	1,731.85	38,777.33	35,492.00	38,000.00
	Non Staff Grade	Male	19.00	7.00	133.00	13,533.00	703.74	13,371.00	13,371.00	13,371.00
		Female	20.67	5.32	11.65	11,506.67	463.37	9,687.00	6,975.00	13,200.00

nr - Not Responded

The female teachers and assistants were only be found in Pre School Service Trade. The teachers and assistants have worked 4 to 5 hours per day and around 19 to 21 days per month.

**Municipal Council Area:**

The teachers received higher average daily payment (Rs. ~~632.63~~ 647.25) than the assistants (Rs. ~~342.16~~ 471.03) and the teachers got the higher average total salary (Rs. ~~14,881.34~~ 16,276.70) than the assistants (Rs. ~~9,007.91~~ 11,409.80) in Municipal area.

**Urban Council Area:**

The teachers received higher average daily payment than (Rs. 578.67) the assistants (Rs. 510.19) and the teachers got the slightly higher average total salary (Rs. 11,926.86) than the assistants (Rs. 11,576.14) in urban area.

**Pradeshiya Sabha Area:**

The average daily payment of teachers (Rs. 531.25) was higher than the average daily payment of assistants (Rs. 460.83) and the same pattern was seen for average total earnings and the basic salaries in this area.

#### **44. Flower, Ornamental Plants, Vegetables and Fruits Cultivation and Export Trade**

The working pattern was approximately same for above male and female workers (7 to 8 hours per day and 11 to 23 days per month) and male workers have earned higher daily and monthly payments than females.

#### 44. Flower, Ornamental Plants, Vegetables and Fruits Cultivation and Export Trade

Class of Workers	Sex	Average (Per Person)								
		Included Overtime				Excluded Overtime				
		Working Days	Working Hours		Total Earnings Per Month (In Rs.)	Basic Salary (In Rs.)				
			Per Month	Per Day		Per Month	Per Day	Per Month	Minimum	Maximum
All Employees are Engaged in All Works	Male	20.83	8.26	172.29	19,202.25	861.41	17,775.17	16,723.08	18,827.25	
	Female	17.50	8.78	151.67	12,716.17	727.13	12,716.17	12,716.17	12,716.17	
Workers Engaged in Preparation of Nursery Beds, Planting Seedlings and Maintenance	Male	23.00	9.24	212.50	18,601.00	669.07	15,388.50	15,388.50	15,388.50	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Workers Engaged in Spraying Fungicides, Insecticides and Manuring	Male	23.00	8.00	184.00	23,650.00	841.30	19,350.00	19,350.00	19,350.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Workers Engaged Making Covers or the Work Connected with the Maintenance of the Cultivation	Male	20.00	8.00	160.00	14,474.00	723.70	14,474.00	14,474.00	14,474.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Workers Engaged in Arranging Flower Plants and, Flowers and Foliage for Marketing	Male	15.00	9.56	143.33	10,958.33	730.56	10,958.33	10,958.33	10,958.33	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Quality Controllers	Male	23.00	8.00	184.00	22,800.00	978.26	22,500.00	22,500.00	22,500.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Packers	Male	11.50	7.80	87.22	11,562.50	929.81	10,812.50	8,500.00	13,125.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
Store Keepers, Cool Room Attendants	Male	23.00	8.00	184.00	12,600.00	547.83	12,600.00	12,600.00	12,600.00	
	Female	nr	nr	nr	nr	nr	nr	nr	nr	
<i>The below categories of staff have not been included under Flower, Ornamental Plants, Vegetables and Fruits Cultivation and Export Trade Wages Board</i>										
Other Staff	Staff Grade	Male	23.00	8.48	195.00	33,000.00	1,304.35	30,000.00	30,000.00	30,000.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr
	Non Staff Grade	Male	23.00	8.00	184.00	25,800.00	1,086.96	25,000.00	25,000.00	25,000.00
		Female	nr	nr	nr	nr	nr	nr	nr	nr

nr - Not Responded

### **3. LIMITATIONS OF SURVEY**

- It was faced difficulties to find the sufficient institutions (random sample) under each wages boards in order to improve the quality of data.
- The Response rate was found low.

## **APPENDIX**

# A1. Sample Questionnaire

BN 01

--	--	--	--	--	--	--	--	--	--



**THE SURVEY ON HOURS ACTUALLY WORK AND AVERAGE EARNINGS:  
THE TEA GROWING AND MANUFACTURING TRADE  
RETURN FOR MARCH / SEPTEMBER 2016**

The information furnished by you will be kept "confidential" and will not be used for the purposes of taxation or the Employees Provident Fund Act

1 Name of the Establishment :- .....	6 EPF No :- <input type="text"/>	# Normal working hours in (excluding interval for meals)
2 Address :- .....	7 Administrative District :- <input type="text"/>	(a) Week days :- <input type="text"/>
.....	8 Divisional Secretariat :- <input type="text"/>	(b) Week ends :- <input type="text"/>
3 Telephone No :- <input type="text"/>	9 Grama Niladary Division :- <input type="text"/>	# No of working days per week :- <input type="text"/>
4 Fax No :- <input type="text"/>	# Sector :- 1 M.C.    2 U.C.    3 P.S.	
5 Email :- .....		

Skillnes	Industry Division and Occupation Category	Sex	No. of days work was offered during the month	No. of workers on the payroll in the month	Total No. of man days worked during the month	Total No. of man hours worked during the month including overtime hours	Total wages earned including allowances, overtime payments etc.	Total basic wages earned excluding allowances, overtime payments etc
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
No Grade	Workers	Male						
		Female						
Other Staff	Staff Grade:	Male						
		Female						
	Non Staff Grade:	Male						
		Female						

I hereby certify that the information given in this Survey Schedule is correct to the best of my knowledge and belief

Name :

Signature :

Designation :

Date :

## A2. Minimum Wages

### 01. Tea Growing and Manufacturing Trade<sup>A</sup>

(Daily)

Male/ Female Worker 545.00

### 02. Cocoa, Cardamom and Pepper Growing and Manufacturing Trade<sup>M</sup>

(Daily)

Male/ Female Worker 670.05

### 03. Rubber Growing and Manufacturing Trade<sup>A</sup>

(Daily)

Male/ Female Worker 545.00

### 04. Coconut Growing Trade<sup>13</sup>

(Time/Piece Rate)

In the Raising and Manufacture of Plantation Plucking Nuts (per 1,000 trees) 1,655.00

In the Manufacture of Copra-Husking Nuts, Splitting Nuts, Copra Curing and Sorting (per 1,000 nuts) 485.00

(a) The Raising and maintenance of a Coconut Plantation; 415.00  
(b) Manufacture of Copra All Worker (per day)

Any Coconut Plantation or Division thereof not less than 10 acres but less than 25 acres in Extent  
(a) Watcher 9,520.00

Any Coconut Plantation or any Division thereof not less than 25 acres but less than 50 acres in Extent  
(a) Watcher 9,935.00  
(b) Conductor 10,210.00

### 04. Coconut Growing Trade<sup>13</sup> (Contd.)

Any Plantation or any Division thereof not less than 50 acres in Extent

(a) Watcher 11,385.00  
(b) Conductor 11,660.00

### 05. Engineering Trade<sup>13</sup>

(Monthly)

Unskilled 12,500.00  
Semi-Skilled 12,800.00  
Skilled 13,100.00  
Watchers 12,500.00  
Trade Learners & Apprentices 1<sup>st</sup> Year 7,500.00  
Trade Learners & Apprentices 2<sup>nd</sup> Year 7,650.00  
Trade Learners & Apprentices 3<sup>rd</sup> Year 7,800.00  
Trade Learners & Apprentices 4<sup>th</sup> Year 7,950.00

### 06. Printing Trade<sup>13</sup>

(Monthly)

Class A 10,530.00  
Class B 10,140.00  
Class C 9,750.00  
Class D 9,360.00  
Class E 8,970.00  
Class F 9,360.00

Trade Learners & Apprentices

Class A  
1<sup>st</sup> Year 8,000.00  
2<sup>nd</sup> Year 8,150.00  
3<sup>rd</sup> Year 8,300.00  
4<sup>th</sup> Year 8,450.00  
5<sup>th</sup> Year 8,600.00



**06. Printing Trade<sup>13</sup> (Contd.)**

## Class B

1 <sup>st</sup> Year	7,730.00
2 <sup>nd</sup> Year	7,855.00
3 <sup>rd</sup> Year	7,980.00
4 <sup>th</sup> Year	8,105.00
5 <sup>th</sup> Year	8,230.00

## Class C

1 <sup>st</sup> Year	7,450.00
2 <sup>nd</sup> Year	7,550.00
3 <sup>rd</sup> Year	7,650.00
4 <sup>th</sup> Year	7,750.00
5 <sup>th</sup> Year	7,850.00

**07. Tea Export Trade<sup>13</sup>***(Monthly)*

Grade II	9,660.00
Intermediate Grade	10,080.00
Grade I	10,500.00
Watcher	9,660.00

**08. Rubber Export Trade<sup>13</sup>***(Monthly)*

Grade II	8,970.00
Intermediate Grade	9,360.00
Grade I	9,750.00
Watcher	8,970.00

**09. Liquor and Vinegar Trade<sup>13</sup>***(Time/Piece Rate)*

Coupling Coconut Palms (for Each Coupling)	52.25
Changing Ropes (for Each Coupling)	25.25
Cutting and removing ropes (for Each Coupling)	22.00

**09. Liquor and Vinegar Trade<sup>13</sup> (Contd.)**

## Laddering Coconut Palms

(For Each Rope Not Exceeding 110 Palms) 2,625.00

Tapping Coconut, Kithul or Palmyrah Palms For  
Supplying Toddy to Taverns

In Galle District for Each Gallon of Toddy Delivered by Worker	40.50
In Western Province for Each Gallon of Toddy Delivered by Worker	86.00
In Chilaw for Each Gallon of Toddy Delivered by Worker	81.00
In Nuwara-Eliya or Kandy District for Each Gallon of Toddy Delivered by Worker	90.00
In Matara, Jaffna or Matale District for Each Gallon of Toddy Delivered by Worker	81.00
In Puttalam, Anuradhapura, Kurunegala or Hambantota for Each Gallon of Toddy Delivered by Worker	86.00
In Badulla or Ratnapura District for Each Gallon of Toddy Delivered by Worker	90.00
In Batticaloa or Mannar District for Each Gallon of Toddy Delivered by Worker	90.00
In Kegalle District for Each Gallon of Toddy Delivered by Worker	60.00
In Trincomalee or Mullative District for Each Gallon of Toddy Delivered by Worker	78.00

Tapping Coconut, Kithul or palmyrah Palms for  
Supplying Toddy to Distilleries or for The  
Manufacture of Vinegar 18.50Tapping Spathes for Supplying Toddy to Distilleries  
or for The Manufacture of Vinegar for Not Exceeding  
100 Coconut, Kithul or Palmyrah palms 2,400.00

<b>09. Liquor and Vinegar Trade<sup>13</sup> (Contd.)</b>	
For Every Palm in Excess of Such 100 Palms	25.25
Tapping Spathes for Supplying Toddy to Taverns 25-40 Coconut, Kithul or Palmyrah Palms	2,290.00
The Work to Tope Kangany	11,420.00
The work of toddy tavern watcher	9,720.00
The work of arrack tavern watcher	9,720.00
The work of tope watcher	9,315.00
The work of collecting station manager	10,450.00
The work of selling toddy at tavern	10,285.00
The work of selling arrack at tavern	10,285.00
Collecting toddy from Coconut, Kithul or palmyrah palms (including the operations of transporting, loading and unloading toddy barrels and washing barrels, toddy vats, utensils and other vessels) in the toddy section of the trade	10,450.00
Collecting toddy from Coconut, Kithul or palmyrah palms (including the operations of transporting) in the Vinigar section of the trade	9,400.00
Distilling toddy at distillery	9,770.00
Bottling, corking and labeling arrack bottles	9,315.00
Chopping And Splitting Firewood, Cleaning And Washing Barrels, Vats And Other Vessels At Distilleries, Transporting, Loading And Unloading Arrack, Measuring Arrack, Bottling And Corking Toddy Bottles, Making Vinegar, Bottling, corking and labeling vinegar bottles and transporting Vinegar for Distribution.	9,315.00

<b>09. Liquor and Vinegar Trade<sup>13</sup> (Contd.)</b>	
Collecting toddy for Coconut Kithul or Palmyrah palms (including the operation of transporting) in the arrack section of the trade.	
For not more than 80 palms	9,640.00
For not less than 81 and not more than 90 palms	9,775.00
For not less than 91 and not more than 100 palms	9,910.00
For not less than 101 and not more than 110 palms	10,045.00
For not less than 111 and not more than 120 palms	10,180.00
For not less than 121 and not more than 130 palms	10,315.00
For not less than 131 palms	10,450.00
<b>10. Match Manufacturing Trade<sup>13</sup></b>	
<i>(Daily)</i>	
Grade 1	380.00
Grade II	365.00
Grade III	350.00
Grade IV	380.00
<b>11. Coconut Manufacturing Trade<sup>13</sup></b>	
<i>(Time/Piece Rate)</i>	
Kangany	440.00
Manufacture of Coconut Oil (Male/ Female Worker)	425.00
In the Manufacture of Fiber and Coir Products (Male/ Female Worker)	370.00
Coir and Fiber Manufacturing (Kangany)	370.00
In the Manufacturing of desiccated Coconut	
Husking nuts 1000 nuts	400.00
Removing parings 1000 nuts	278.00
Removing shells (hatchet ting)	278.00
Washing coconut meat and disintegrating 1000 Lbs.	242.00
Drying by means of a drier 1000 Lbs.	190.00
Drying by means of a desiccators 1000 Lbs.	255.00

<b>11. Coconut Manufacturing Trade<sup>13</sup></b> (Contd.)	
Shifting and grading	215.00
Packaging and stenciling	17.00
In the Manufacture of fiber & coir products other than As a cottage industry	
Crushing Husks (Wet weight of bristle fibre) per cwt	175.00
Breaking & cleaning husks (wet weight) per cwt	175.00
Cleaning Mattress Fibre, drying and baling per cwt	150.00
Hanking Bristle Fibre & Tying per cwt	142.00
 Manufacturing of Mats and Matting	
Mats (per ft.)	172.00
Matting (per yd.)	156.00
Hanking bristle fibre & tying (per cwt)	465.00

<b>12. Building Trade<sup>13</sup></b> (Daily)	
Skilled	532.00
Unskilled	455.00

<b>13. Beedi Manufacturing Trade<sup>13</sup></b>	
The minimum rates of wages for piece work for Beedi Rolling (Inclusive of the preparation of wrappers for rolling, cutting, wrapping leaves, filling wrappers with “Beedi Tobacco”, Beedi Rolling and tying rolled Beedies)	
(a) for Beedies not more than 2 inches long per 1000 Beedies	310.00
(b) for Beedies more than 2 inches long but less than 3 inches per 1000 Beedies	350.00
(c) for Beedies not less than 3 inches long per 1000 Beedies	385.00

<b>13. Beedi Manufacturing Trade<sup>13</sup></b> (Contd.)	
The minimum rates of wages for piece work for Beedi Rolling (Inclusive of Filling Wrappers with “Beedi Tobacco” Beedi Rolling and Tying Rolled Beedies But Exclusive of The Preparation of Wrappers for Rolling and Cutting Wrapping Leaves)	
(a) For Beedies not more than 2 inches Long per 1000 Beedies	235.00
(b) For Beedies more than 2 inches Long but less than 3 inches per 1000 Beedies	263.00
(c) For Beedies not less than 3 inches Long per 1000 Beedies	290.00
 The minimum Rates of Wages for Piece Work for Cutting, Wrapping Leaves (Inclusive of the Preparation of Wrappers for Rolling)	
(a) For Beedies not more than 2 inches long per 1000 Beedies	156.00
(b) For Beedies more than 2 inches long but less than 3 inches per 1000 Beedies	168.00
(c) For Beedies not less than 3 inches long per 1000 Beedies	182.00
 Workers for Piecework for Fixing Ring Labels Round Rolled Beedies (per 1000 Beedies)	40.00

<b>14. Baking Trade<sup>13</sup></b> (Monthly)	
Class A	10,530.00
Class B	9,750.00
Class C	8,970.00

**15. Brick and Tile Manufacturing Trade<sup>13</sup>***(Daily)*

Skilled Workers – Grade 1	412.50
Skilled Workers – Grade 2	390.00
Semi-Skilled Workers	367.50
Un-skilled Workers	345.00

**16. Ice & Aerated Water, Cordials and Jam Manufacturing Trade<sup>13</sup>***(Monthly)*

Grade I	10,125.00
Grade II	9,720.00
Grade III	9,315.00

**17. Coir Mattress & Fiber Export Time Rate<sup>13</sup>***(Time/ Piece Rate)*

Grade II	9,315.00
Intermediate Grade	9,720.00
Grade I	10,530.00
Head Bailing Press Operator	10,125.00

**18. Garment Manufacturing Trade<sup>13</sup>***(Monthly)*

Grade I (a)	10,530.00
Grade I (b)	10,140.00
Grade II	9,125.00
Grade III	9,075.00
Grade IV	8,625.00
Grade V	5,700.00

**19. Hosiery Manufacturing Trade<sup>12</sup>***(Monthly)*

Grade I	9,750.00
Grade II	9,360.00
Grade III	8,970.00
Grade IV	5,635.00

**20. Paddy Hulling Trade<sup>13</sup>***(Daily)*

Male/ Female Worker	750.00
---------------------	--------

**21. Textile Manufacturing Trade<sup>13</sup>***(Monthly)*

Unskilled	9,660.00
Semi-Skilled	10,080.00
Skilled Grade II	10,500.00
Skilled Grade I	10,920.00

**22. The Biscuit and Confectionery Manufacturing Trade<sup>13</sup>***(Monthly)*

Class A Workers (Skilled)	
In Mechanized Factories (Biscuit & Confectionery)	10,962.00
In Non-Mechanized Factories (Biscuit & Confectionery)	10,500.00
Class B Workers (Semi-skilled)	
In Mechanised Factories (Biscuit & Confectionery)	10,542.00
In Non-Mechanised Factories (Biscuit & Confectionery)	10,080.00
Class C Workers (Unskilled)	
In Mechanised Factories (Biscuit & Confectionery)	10,122.00
In Non-Mechanised Factories (Biscuit & Confectionery)	9,660.00

<b>23 Rubber (Including Tyre Manufacturing and Re-building) Plastic and Petroleum Resin Products Manufacturing Trade<sup>13</sup></b>	
<i>(Monthly)</i>	
Unskilled	9,315.00
Semi-Skilled	9,720.00
Skilled	10,125.00
Trade Learners & Apprentices	5,520.00

<b>24. Tanning Footwear and Leather Goods Manufacturing Trade<sup>13</sup></b>	
<i>(Monthly)</i>	
The Tanning of Leather	
Grade I	10,500.00
Grade II	10,080.00
Grade III	9,660.00
The Manufacture and Repair of Footwear	
Grade I	10,500.00
Grade II	10,080.00
Grade III	9,660.00
The Manufacture of Leather Goods	
Grade I	10,500.00
Grade II	10,080.00
Grade III	9,660.00
Trade Learners or Apprentices	5,820.00

<b>25. Ceramics Products Manufacturing Trade<sup>13</sup></b>	
<i>(Monthly)</i>	
Skilled	10,300.00
Semi-Skilled	9,600.00
Unskilled	8,970.00
Apprentices	5,460.00

<b>26. Prawn Culture &amp; Exports Trade<sup>13</sup></b>	
<i>(Monthly)</i>	
Skilled	10,400.00
Semi-Skilled	9,920.00
Un-Skilled	9,500.00

<b>27. Metal Query &amp; Metal Crushing Trade<sup>13</sup></b>	
<i>(Monthly)</i>	
Skilled	12,500.00
Semi-Skilled	11,750.00
Un Skilled	11,000.00

<b>28. Plumbago Trade<sup>13</sup></b>	
<i>(Daily)</i>	
Underground Workers :	
Drillers (hand and machine)	882.00
Blasters	882.00
Shaft Drivers	882.00
Timber men	882.00
Stoppers (excavators)	882.00
Mockers	688.80
Troll men	688.80
Shifts bosses	915.60
Overseers and Kanganies	974.00
Basses	1,176.00
Loaders	974.40
Unskilled Labourers	688.80
On setters or dona katakarayas	974.40

Underground and Surface Workers :	
Mechanics, Fitters and Electricians	1,075.20
Assistant (Mechanics, Fitters and Electricians)	688.80

**28. Plumbago Trade<sup>13</sup> (Contd.)**

Winch men and Hoist men	1,075.20
Windlass men (dabare workers)	688.80
Checkers	974.40
Pump men	1,075.20
Engine men	1,075.20

## Surface Workers :

Unskilled labourers	537.60
Blacksmiths	882.00
Drill Sharpeners	882.00
Smithy boys	588.00
Boilers men	882.00
Carpenters	1,075.00
Masons	1,075.00
Carters	688.80
Watchers	688.80
Overseers	974.40
Firewood carriers and splitters	722.40
Cooks	588.00
Bakkikarayas or Banks men	879.20

## Workers Employed in the Following Tasks Connected With Curing the Dressing:

(a) Packing, Sorting, Chipping, Crushing, Screening, Sifting, Washing, Polishing, Grading, Transporting Plumbago, Making and Stitching Bags, Loading And Unloading Bags	588.00
(b) As Overseas and Kanganies	882.00

**29. Cinnamon Trade<sup>14</sup>**

<i>(Time/ Piece Rate)</i>	
Male/ Female Worker	
Pruning, Draining and Weeding Cleaning	420.00
Cinnamon Peeled (per Day)	450.00
Pruning per Hectare	9,500.00
Draining a Linear 10m of Drain 18"x 18"	180.00
Annual Weeding per Hectare	8,500.00

**30. Tobacco Trade<sup>13</sup>**

<i>(Daily)</i>	
Labourer (Male/Female) for a Normal Working Day	500.00

**31. Cigar Manufacturing Trade<sup>13</sup>**

<i>(Time/ Piece Rate)</i>	
Cigar Rolling (Inclusive of The Cleaning Up of Fillers, The Preparation of Wrappers for Rolling, The Preparation of Fillers for Rolling Including Filling Up With Cuttings, The Tying Up of Rolled Cigars With Thread and The Bundling of Cigars into Tens. (Per 1000 Cigars)	595.00

**32. Motor Transport Trade<sup>13</sup>**

<i>(Monthly)</i>	
Class A	10,650.00
Class B	10,275.00
Class C	9,865.00
Class D	10,650.00
Class E	9,565.00
Class F	9,565.00
Class G	9,225.00
Class H	8,965.00
Class I	9,225.00
Class J	9,565.00
Class K	8,625.00

**33. Cinema Trade<sup>13</sup>***(Monthly)**Within the Municipal Area***A. Non Clerical**

Unskilled	8,850.00
Semi-Skilled	9,220.00
Skilled - Grade 2	9,740.00
Skilled - Grade 1	10,625.00

**B. Clerical**

Clerical - Grade 3	9,220.00
Clerical - Grade 2	9,710.00
Clerical - Grade 1	10,325.00

*Outside the Municipal Area***A. Non Clerical**

Unskilled	8,925.00
Semi-skilled	9,295.00
Skilled - Grade 2	9,810.00
Skilled - Grade 1	10,695.00

**B. Clerical**

Clerical - Grade 3	9,295.00
Clerical - Grade 2	9,295.00
Clerical - Grade 1	10,135.00

**34. Nursing Home Trade<sup>13</sup>***(Monthly)*

Grade

Grade I	11,175.00
Grade II	10,935.00
Grade III - a	10,530.00
Grade III - b	6,620.00
Grade IV	10,205.00
Grade V	9,880.00
Grade VI	9,560.00
Grade VII	9,315.00

**35. Hotel and Catering Trade<sup>13</sup>***(Monthly)*

Grade I	9,660.00
Grade II	10,080.00
Grade III	10,500.00
Grade IV	10,920.00
Grade V	11,340.00

**36. Security services Trade<sup>13</sup>***(Monthly)*

Operational Service	8,820.00
Supervisory	9,440.00

**37. Journalists Trade<sup>13</sup>***(Monthly)*

Special Grade	19,580.00
Grade I	16,070.00
Grade II	15,055.00
Grade III	14,235.00
Trade Learners (Grade III)	9,460.00

**38. Retail & Wholesale Trade<sup>13</sup>***(Monthly)*

Grade I	10,610.00
Grade II	10,060.00
Grade III	9,515.00
Grade IV	8,970.00

**39. Dock, Harbour and Port Transport Trade<sup>08</sup>***(Monthly)*

Welder	10,000.00
Welder : Certification	16,350.00
Steel Fabricator	10,000.00

**39. Dock, Harbour and Port Transport Trade<sup>08</sup> (Contd.)**

Marker	10,000.00
Loft Man	10,000.00
Line Heater	10,000.00
Gas Cater	10,000.00
Fitter	10,000.00
Pipe Fitter	10,000.00
Pipe Fabricator	10,000.00
Pipe Welder (Welding Certificate)	16,350.00
Engine Fitter	10,000.00
Marine Fetter	10,000.00
Fireman	10,000.00
Rigger	10,000.00
Crane Operator	10,000.00
Pump Room Operator	10,000.00
Dock Worker	10,000.00
Painter & Blaster	10,000.00
Machine Operator	10,000.00
Aluminum Fitter	16,350.00
Aluminum Welder	16,350.00
Electrician	10,000.00
Electronic Technician	16,350.00
Automation Technician	16,350.00
Storekeeper	10,000.00
Tool Issue Man	10,000.00

**40. Janitorial Service Trade<sup>13</sup>***(Daily)*

Operational Personnel	380.00
Supervisory Personnel	445.00

**41. Batik Trade<sup>13</sup>***(Daily)*

Artist, Designer	525.00
Boilers, Dyers	450.00
Ironers, Tracers/ Waxers	412.00

**42. Glassware Manufacturing Trade<sup>12</sup>***(Daily)*

Class A	510.00
Class B	450.00
Class C	427.50
Class D	412.50
Class E	397.50
Class F	375.00

**43. Pre School Service Trade<sup>13</sup>***(Monthly)*

Within Municipal Council Limits

(a) Teacher	9,750.00
(b) Assistant	7,500.00

With U.C. Limits

(a) Teacher	8,740.00
(b) Assistant	6,975.00

With Pradeshiya Saba

(a) Teacher	7,050.00
(b) Assistant	5,740.00

**Sources :**<sup>A</sup> : 2016 04/03 Act<sup>M</sup> : Decided by relevant Wages Board Monthly<sup>08</sup> : Extraordinary Gazette 2008<sup>12</sup> : Extraordinary Gazette 2012<sup>13</sup> : Extraordinary Gazette 2013<sup>14</sup> : Extraordinary Gazette 2014